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ABSTRACT

The minority groups of Colorado--past, present, and future--are investigated in detail in this report by the Civil Rights Commission of Colorado. The commission uses the 1967 U. S. Civil Rights Commission report and the Kerner Report to clarify the problems of minority groups and to establish a foundation for programs combating these problems. Minority groups are defined, and specific problems, complaints, and actions taken are examined. One appendix to the document probes the 1968-69 Ethnic Census of Colorado's Institutions of Higher Learning; tables indicate the total number of faculty and students (full- and part-time) involved in higher education and break down the results according to ethnic group representation (Negro, Hispano, Oriental, or American Indian). Other appendices are included. (DB)

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A TIME FOR CHANGE



AND



CHALLENGE

COLORADO CIVIL RIGHTS COMMISSION
ACTIVITIES REPORT
1966-1969

RC 003970

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STATE OF COLORADO
John A. Love, Governor

A TIME FOR CHANGE AND CHALLENGE

CIVIL RIGHTS IN COLORADO

1966-1968

COLORADO CIVIL RIGHTS COMMISSION

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Greeley, Colorado
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3204 West Colfax 80204
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THE
COLORADO CIVIL RIGHTS COMMISSION
enforces laws
prohibiting
DISCRIMINATION
because of race, creed, color, sex
national origin or ancestry
n
PUBLIC ACCOMMODATIONS (including Education)
EMPLOYMENT
HOUSING

The Commission is dedicated to eliminating discrimination, prejudice and bigotry throughout the State of Colorado and to the recognition and appreciation of the heritage and cultures of all of its citizens.

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INTRODUCTION

"A Time to Listen - A Time to Act"

In November of 1967, the U. S. Commission on Civil Rights used the above title for a report on hearings held throughout the country (1). The U. S. Commission found that "the voices of the ghettos and barrios are demanding to be heard throughout the nation." Although the voices express discouragement and lost hope--"All we can see is darkness ahead." "The main problem is money"--"You just can't make it." They end on the hopeful note of "Look baby, nobody is going to help you but yourself." This tells us something--if we listen--that the racial and ethnic minorities have lost faith in the commitment of the white community and government and in their ability to "listen" and "act" on their problems. A Boston minister said, "The city has not listened...Much of the energy being expended in Boston in the area of race relations seems to be concerned with devising ways in which to say that there is no problem." In California, Herman Gallegos, a Mexican-American leader, commented, "I regret to say that it appears that we have entered an era where we are prepared to spend money for riots, to offset riots, or to deal with the aftermath of riots but are not doing anything to help people to build strong family life or secure the education to which they are entitled under the law."

Six months later, the Kerner Report (2) was issued. In this report, a group of moderates came out with the most shocking (although true) statements to be made by an official governmental Commission--and these statements were only made after the Commission members visited, listened, and saw for themselves the ghettos of our country. Their basic conclusions: "Our nation is moving toward two societies, one black, one white--separate and unequal..." "Discrimination and segregation have long permeated much of American life; they now threaten the future of every American..." "Choice is still possible..." "The alternative is not blind repression or capitulation to lawlessness. It is the realization of common opportunities for all within a single society..." "This alternative will require a commitment to national action, compassionate, massive and sustained." From every American it requires new attitudes, new understanding and above all, new will..."

'What white Americans have never fully understood--but what the Negro can never forget is that white society is deeply implicated in the ghetto. White institutions created it, white institutions maintain it and white society condones it.'

The report maintains that we cannot wait any longer. We must see that all citizens, urban and rural, white and black, Spanish-Surname, American Indian and every minority group realizes the promises of American Democracy... It must be of such a nature that it changes "the system of failure and frustration that now dominates the ghetto and weakens our society."

The report emphasizes that State and local governments must understand that "white racism" is responsible for the "pervasive discrimination and segregation in employment, education and housing." It is to these areas of concern that the major efforts of the Colorado Civil Rights Commission are directed.

A basic recommendation stresses the need for new and more vital channels of communication to and from the residents of the ghetto; this must be done by providing the opportunity for meaningful involvement of ghetto residents in shaping policies and programs which affect the community.

The Colorado Commission is directing its efforts towards the major problem of "white racism" and "systemic and pattern discrimination." It is dedicated to the goal of implementing the recommendations of the Kerner Commission Report.

The Commission is working towards the goals of the Kerner Report by:

1. involving Suburban communities through Human Relations Councils and volunteer programs.
2. attempting to reduce friction between police and minority communities.
3. establishing a Rumor Control Center.

4. working to increase employment opportunities by removing artificial barriers to employment and promotion, including racial discrimination, also in some cases, re-evaluating tests, arrest records or lack of a high school diploma and other qualifications which may not be required for a job. Those employers and agencies which eliminate discriminatory practices should be strengthened and funds should be withheld from those which discriminate. The Colorado Commission has been working in all of these areas and is planning more affirmative programs to assist employers and contractors.

The Kerner Report recognizes that the schools have adequately educated many children to participate fully in American life, but that for many minorities, the schools have failed to provide the educational experience which could overcome the effects of discrimination and deprivation. It recommends that we must "Support integration as the priority education strategy;" and that opportunities for interaction between races be expanded. Simultaneously, the quality of ghetto education must be drastically improved. The Colorado Commission has taken an active stand on de facto segregation and for plans to integrate the Denver Public Schools.

The report advocates "a new thrust aimed at overcoming prevailing patterns of racial segregation," and discrimination in housing, the production and financing of low and moderate rental housing. The Colorado Commission enforces one of the strongest Fair Housing Laws in the Nation and has won every housing case which has gone to a Public Hearing in the last four years. It has helped establish and finance the Metro Denver Fair Housing Center which was organized to make Fair Housing a reality. Other activities in line with recommendations of the Kerner Report include: Rumor Control Center, Public Defender, setting up talks with mayor, Citizens Review Board, police community relations, etc.

Now is the time for aggressive action--we have only to listen to the minority group citizens...they understand these problems clearly...they will tell us that this is not just a Negro problem or an Hispano problem but an American citizen's problem. They will tell us that the major problem is racism in the white community. Every day Colorado's Black and Brown citizens are telling it "like it is"--all we must do is "listen" and "act." One of the problems is that the good citizens of the towns and cities throughout the State are saying "We don't have any problems here"--Although in an elementary school a little boy was labeled a "Nigger" and a high school honor student addressed as a "dirty Mexican"--a medical technician applying for an advertised position at a hospital was offered a "maid's job" ! A black teacher with two masters degrees couldn't find a job in Colorado but found a good teaching position in California.

These are some of the things that are happening in cities where the citizens say "there are no problems." These are some of the incidents which come to the attention of the Colorado Civil Rights Commission as informal complaints.

CHAPTER I

HIGHLIGHTS IN CIVIL RIGHTS IN COLORADO

1966-1969

Incidents of unrest and the threat of violence overshadowed the years 1967 and 1968 culminating in two national tragedies which cut deeply into the hearts of all persons dedicated to Martin Luther King, Jr.'s philosophy of non-violent resistance and Robert F. Kennedy's crusade "To Seek a Newer World."

For the Colorado Civil Rights Commission, this era of violence saw a great increase in the number of complaints filed. The total of 239 formal complaints filed in 1965-1966 rose to 241 in 1966-1967 to 452 in 1967-1968. This increased case load has absorbed most of the time and efforts of the staff.

In addition, the Commission extended its services into the grass roots areas of the City of Denver with the opening of two satellite offices in Denver Neighborhood Action Centers. These two full-time offices are located at the East Side Action Center at 2300 Welton and the West Side Action Center at 1042 Santa Fe. The Civil Rights Specialists in these two centers also serve the North Side, Platte Valley and Southwest Action Centers on a one day a week basis. Five job information bulletin boards were installed and are maintained at shopping centers in East and West Denver.

April, 1967 brought the opening of the Commission's first full-time office on the Western Slope. This office, located in Alamosa, is centrally located for many of the Hispanos of Southern Colorado. The office was opened with Dennis Santistevan as the Director and is currently manned by Miguel Lujan. The Alamosa office serves Monte Vista and Del Norte on a one day a week basis.

The Pueblo office (opened in 1965), directed by August G. Roybal, Jr., extended its services from one day a week at Colorado Springs to once a week visits to Junta and Rocky Ford. In April of 1969, Felix Gonzales became Director of the Pueblo office.

In recognition of the needs of the Hispanos in Northern Colorado, a full-time office was opened in Greeley; however, the man assigned to this office, Orlie Salazar, has been assigned to a special project financed by the U. S. Government's Equal Employment Opportunity Commission which does not permit him to handle cases. Hence, the investigation and handling of cases continues from the Denver office on a regular one day a week basis with additional trips to the area as required.

As a result of contacts made to the Commission by a number of students at Colorado State University, hearings were conducted in March, 1968 on discrimination against students at Colorado State University and in the City of Ft. Collins. These hearings resulted in the reactivation of a Human Relations Committee and the implementation of recommendations made to the University by the Commission.

A research study conducted for the Commission by Frank Plaut (1967)* caused reverberations throughout the Metropolitan Denver area and possibly contributed to the resignation of the Denver Chief of Police, Harold Dill.

The Colorado Civil Rights Commission extended the interpretation of the Public Accommodations Law to cover educational institutions including public schools. This enables a parent to file a complaint with the Commission if he believes that his child has been discriminated against in school because of race, creed, color, national origin or ancestry. Complaints have covered the spectrum from cases of exclusion to the use of racially abusive language.

Another policy promulgated by the Commission which should influence the hiring and promotion of many minority employees was the policy on the use of psychological tests by employers. It is the Commission's position, based on considerable evidence, that many tests are not related to the quality of on-the-job performance and were developed for use with a middle class Anglo population.

A survey of apartment house managers' attitudes was conducted jointly with the Metro Denver Fair Housing Center which

* See (3) Bibliography

indicated that many apartment house managers were not aware of nor had received any training about the Colorado Fair Housing Law. A follow-up meeting with Fair Housing resulted in the design of a decal to be posted in a conspicuous place for apartment houses and realtors as a substitute for the poster formerly required; Fairness in Housing, was printed and distributed with the decals. Packets were distributed by the Fair Housing Center to apartment house management firms in the Denver Metropolitan area.

Government and industry made considerable strides in developing programs to provide employment for the hard-core unemployed and for minority group employees who have been under-employed. Especially successful has been the National Alliance of Businessmen's JOBS Program.

The year 1968 was the year in which Cesar Chavez achieved considerable success in unionizing the grape workers in California (The National Farm Workers Organizing Committee, predominantly a Mexican-American union)--but this meant a year without table grapes for his loyal supporters throughout the State and nation.

A child of the Chavez movement was born in Colorado (The National Florist Workers Organization). This new union organized the strike at Kitayama Brothers of Brighton (producer of carnations and roses). A boycott in Colorado meant no carnations or roses for the sympathizers of the flower workers who went on strike for better working conditions and higher wages. The National Florist Workers Organization was successful in obtaining higher wages and has applied for recognition by NLRB and for inclusion under the Colorado Labor Peace Act through an amendment to the current law. The members of both the National Farm Workers Organizing Committee and the Florist Workers are predominantly Hispano. Both groups have stressed boycotts and the use of non-violent methods of resistance.

The passage of a National Fair Housing Act in 1968 is a major step of progress for the nation, but will not affect the State of Colorado particularly since the Colorado Fair Housing Law has greater coverage than the Federal Law. It has, however,

been the Commission's experience that the passage of a Federal Law brings in more complaints to the Commission and publicizes the work of the Commission because of a greater public awareness of the laws.

The year 1966 saw the opening of the Metro Denver Fair Housing Center co-sponsored by the Civil Rights Commission, the Religious Council on Human Relations and the City and County of Denver. The Fair Housing Center was established to affirmatively implement the Colorado Fair Housing Law by encouraging majority persons to live in integrated communities and to aid minority group families in their search for housing outside the traditional areas.

The Center has greatly expanded its services, staff and areas of concern to become a recognized positive force in the Metro Denver Area.

The Colorado Civil Rights Commission hosted the Conference of Commission for Human Rights at the Stanley Hotel, Estes Park, June 29 - July 3, 1966. Members of the Commission have been members of the Planning Committees for the 1967 and 1968 conferences of the Conference of Commission for Human Rights held in Toronto and Portland, Oregon.

The Civil Rights Commission's Annual Human Relations Award was inaugurated in 1965. The First Award honored Sheldon Steinhauser, Region Director of The Anti-Defamation League. The Second Award was made to International Business Machines, Colorado Division. The Third Annual Human Relations Award of the Civil Rights Commission was presented to Senator George Brown in November, 1967.

Initiated by the Commission, an Executive Order on Equal Opportunity was issued by Governor John A. Love, April 16, 1966. The Order included a provision for the review of the hiring practices of State Contractors and the provision for cancellation of contracts for failure to comply.

The Commission approved the use of staff members to "test" the validity of a complaint after the complainant had filed a formal complaint with the Commission.

During 1965-66, Commission Hearings were held on three housing cases, two employment cases and one public accommodations case. The decisions were cast for the complainant in all but one case (employment). The first two housing injunctions were granted. A 1964-65 housing case was appealed in District Court, and the Commission was upheld.

The year 1966-67 included a hearing, one of the most complex housing cases to be brought before the Commission (Warner vs. Ridgewood Realty). This was complicated because the respondents created legal roadblocks. The case was decided in favor of the Complainant who subsequently left the State after an out-of-court cash settlement.

During 1967-68, two employment cases were heard at a public hearing and three housing cases. Two injunctions and four restraining orders were obtained in 6 housing cases.

Several Memoranda of Understanding were made with the Equal Employment Opportunity Commission for the exchange of data and the deferral of employment cases. The Colorado Commission is one of the State Commissions to which the Equal Employment Commission deferred all of its cases except sex discrimination. Currently, agreements are being negotiated for turning some cases over to the EEOC without investigation.

The Commission has sponsored several research projects, two with grants from the Equal Employment Opportunity Commission and one Affirmative Action Project under a similar grant. Two research studies were also conducted with funds granted by the legislature for that purpose--a two-part study on minority group governmental agency relations prepared by Darrell K. Adams and George E. Bardwell (Part I) and Frank Plaut (Part II) (3).

The Public Accommodations Law was extended to include types of public accommodations which did not exist in 1895 when the law was originally adopted. This includes places such as health clubs, riding stables, nursery schools, dancing studios, public air terminals, etc.

The Board of Education of the City and County of Denver has been struggling with the problem of involving equality of educational opportunity for all children. Rachel Noel, the first Negro to be elected to the Denver Board of Education, presented a resolution in May of 1968 which required the Superintendent to present a plan for integration by October 1, 1968. Controversy arose over the plan which Dr. Gilberts presented which did not include integration of the elementary schools. In response to demands, Gilberts presented an elementary school plan in April 1969. This plan still does not provide for all of the inner-city schools.

The Commission has involved itself in the problem of Equality of Educational Opportunity. Commissioner Gerald Quiat presented the Commission's view to the Board of Education in November 1968, and a posture was adopted by the Commission against de facto segregation and in favor of a more comprehensive plan. Denver is in a more favorable situation than many large cities. Integrated education is still feasible.

The Commission prepared statistics and submitted a complaint against the Denver Public Schools to the U. S. Department of Health, Education and Welfare alleging a violation of Title VI of the U. S. Civil Rights Act of 1964. The letter was submitted in January 1969, but at the request of the Superintendent of Schools, Dr. Robert Gilberts, and the Chairman of the Denver Board of Education, we requested that action on the complaint be withheld until after the school board elections of May 20, 1969. During the interim, the Board of Education approved additional integration measures to be implemented in the autumn of 1969.

The school board election of May 1969 resulted in the replacement of two pro-integration members by two "neighborhood schools" members. Immediately following their election, the school board rescinded the pro-integration measures which had been passed by the previous board.

Following the rescission, a group of attorneys with support from the Legal Defense Fund of the NAACP filed in Federal Court for an injunction against implementing the rescission, although the case is still before the courts, a temporary injunction was obtained from the U. S. Supreme Court to open the schools in September under the pro-integration measures.

The U. S. Department of Justice is withholding any action until the court cases are decided, but considerable interest has been expressed in the case nationally.

CHAPTER II

COLORADO--COLORFUL LAND AND PEOPLE

A. A DESCRIPTION OF COLORADO'S MINORITY GROUP HISTORY

INDIANS

Although Colorado is a relatively young state, having attained statehood in 1876, it has a long history of people living within its present boundaries. The earliest people were Indians of many and varied tribes including Plains Indians after which some of the counties are named (the Cheyennes, Arapahoes, Kiowa) and the Mountain Utes, Pueblo Indians and their predecessors, the fascinating Cliff Dwellers of Mesa Verde and in the extreme southwestern corner, the Navajos.

The earliest historically known inhabitants were the Anasazi Indians (Basket Makers) followed by the Pre-Pueblo and Cliff Dwellers. The Plains Indians came to the area about 1775. The Spanish Conquistadores visited Colorado in the late 16th Century. In the early 19th Century the Spanish and French traders and trappers visited the area.

Most of Colorado's Indians were sent to reservations in other states in 1869. The Utes were not ~~defeated~~ until 1883 when they retreated to two reservations in Southwestern Colorado and to reservations in Utah. Recently, efforts have been made to relocate Indians in Denver, and many of the present Indians in Denver are from Montana North and South Dakota as well as Colorado.

AMERICAN INDIANS TODAY

Peter Farb

"Nationally the condition is bleak. Of 550,000 Indians in the country, about 400,000 live on about 200 reservations in 26 states. These reservations are generally poverty-stricken islands surrounded by white bounty. In general, the Indians are despised by whites, in ill health physically and mentally, almost without political power, inarticulate in their attempts to win respect for their heritage. Their housing, income and jobs, health and educational situation are all the most inadequate of any minority group in the United States." (Saturday Review - 10/12/68.)

The conditions of the Indians in Colorado are no different. They reside around the state in small numbers and are concentrated on two Indian reservations in the southwestern part of the State. There are several groups organized in the City of Denver which are attempting to find jobs for the Indian:

Bureau of Indian Affairs
728 - 15th Street

National Conference of Indians
1450 Pennsylvania Street

White Buffalo Council
P. O. Box 4131 - Santa Fe Station

De Smet Indian Center
1645 Williams

Call of the Council Drums
Room 25

1450 Pennsylvania Street
Denver, Colorado 80203
Area Code (303) 892-0211

Mrs. Helen Peterson of the Denver Commission of Community Relations contributes a great deal of thought, time and energy to helping many Indians. The Denver Commission on Community Relations received an EEOC grant to develop jobs and place Indians in jobs. A workshop is held during the summer at the University of Colorado campus to develop pride and understanding of the Indian's heritage and to give a group of Indians training to go back and help their tribes to become participating citizens--but they are still a "forgotten people" in the mainstream of Colorado society.

The Colorado Civil Rights Commission, although aware and concerned with the problems of the Indian, has not been involved actively in developing programs but is ready and willing to assist whenever it is needed. The Commission was asked to help with a case of police brutality on one of the reservations, and the Assistant Attorney General, J. David Penwell, was sent to work with them on it.

HISPANOS

The "Nuevo Mexicanos" settled in Colorado in 1798. The Spanish Conquistadores and missionaries were the first Europeans to visit Colorado, some of whom established towns and outposts

in Northern New Mexico in the 16th Century. The descendants of these early explorers comprise part of Colorado's largest ethnic minority of Spanish ancestry. Other members of this minority of Hispanic origin came to Colorado somewhat later from Mexico. Most of Colorado's Hispanos are American-born (only about 1,500 out of 200,000 are foreign-born).

The Hispanos lived here for two centuries in relatively isolated village communities speaking 16th Century Spanish and adapting the 16th Century Spanish Culture to the semiarid environment. Many of them knew no allegiance to Mexico. Others came to Colorado later from Mexico, New Mexico, Texas and California. Most of the Hispanos are of rural background having migrated to the cities within the last 20 years. Their background of rural folk culture includes a strong family system. The Hispanos differed from the later-arriving Anglos in language, food preferences, a belief in the subjugation to nature (fatalism), time orientation, less interest in acquiring property, more interest in "being" than "doing" and in spontaneous expression of impulses. Their system of government was one in which the individual accepted and depended upon the guidance and support of a "patron" or person in authority. This culture had a simple social structure and little formal education was needed for satisfactory adjustment. The Hispano group also includes more recent immigrants from Mexico--some came for the beet sugar industry and as migrant labor. They also share the same religion and a similar folk culture and language. One of the principal reasons that Colorado's Hispanos have retained their language and culture more than other immigrant groups is because the Guadalupe Hidalgo Treaty of 1848, which granted them the right to retain property, political rights, language, religion and culture. Unfortunately, this treaty was not respected by the early Anglo residents of Colorado who outlawed the Spanish language in the public schools.

NEGROES

There have been Negroes in Colorado since 1859, and it was visited earlier by famous trappers, some of whom were Negroes. Slave owners brought a few slaves with them, and runaway and freed slaves sought their fortunes on the new frontier. Negro cowboys came with the cattle. One of Denver's most famous early Negroes was Barney Ford, a runaway slave, who made his fortune several times, served as a territorial legislator, built the Inter-Ocean Hotel and fought to

include the vote for Negroes in the State Constitution before Colorado attained statehood. Aunt Clara Brown, a freed slave, was said to be the first Negro woman to cross the plains in the great rush of 1859. She established a successful laundry in Central City and provided funds to bring many relatives and freed slaves to Colorado.

Barney Ford backed Colorado's first Civil Rights Law--Public Accommodations--which was passed in 1895 during the term of the State's first Negro legislator, Joseph Stuart.

In spite of the early Public Accommodation laws, Negroes in Colorado in the past suffered from segregation in theaters and swimming pools and still meet discrimination in housing and employment, although the racial climate is considered more favorable in Colorado than in many other states.

The number of Negroes in Denver increased greatly following World War II because many were stationed in Colorado while in the armed forces and returned to make their homes.

COLORADO'S ORIENTAL POPULATION

CHINESE

The building of the cross-continental railroads and the mines demanded much cheap labor and brought the first Chinese into Colorado. One of the first racial blots was a campaign conducted against the Chinese in Denver when they were driven out of Denver's Chinatown (Hop Alley). Some were killed and homes burned. The Chinese were denied the vote and citizenship in 1882 by the Chinese Exclusion Act, which was finally repealed during World War II.

JAPANESE

A small number of Japanese settled in the state about 1900. At the outbreak of World War II, most of the 2,800 Japanese were engaged in specialized truck farming in the Platte and Arkansas Valleys. The Japanese population was greatly increased by the relocation in Colorado of Japanese and Japanese-Americans from the Pacific Coast. A relocation Center at Amache, known as the Granada Relocation Center, was opened in the summer of 1942.

It had 7,500 residents at one time. Many of the relocated Japanese later came to Denver and Boulder to seek employment. Although there was a movement to prohibit them from owning land in 1944, the forces of justice won out and it was defeated. The Oriental Exclusion Act was repealed in the 1940's--Orientals may now become citizens of the U. S.

For a timetable of the History of Civil Rights in Colorado, see the following section. For the distribution of minorities throughout the State, see Table I and Maps Figures 1 and 2.

Preliminary Estimates
For Planning Purposes Only

TABLE I

COLORADO POPULATION STATISTICS
Estimated Population by Counties
and Minority-Group Classifications
1969 estimates

(Figures prepared by State Planning Office)

County	Total Population	Spanish- Surname Population	% of Spanish- Surname	Negroes	% of Negroes	Indians	Japanese	Chinese	Other
STATE	2,072,350	204,059	9.9	66,596	3.2	6,891	11,052	1,170	2,112
						.3%	.5%	.1%	.1%
Adams	163,000	11,177	6.9	880	.5	145	1,638	55	268
Alamosa	11,500	2,359	20.5*	60	.5	9	115	9	20
Arapahoe	138,000	4,992	3.6	500	.4	145	215	50	83
Archuleta	2,900	679	23.4*	10	.3	10	15	--	--
Baca	6,300	200	3.2	2	.0	55	15	--	--
Bent	6,950	1,585	22.8*	35	.5	10	40	1	--
Boulder	112,400	4,124	3.7	350	.3	250	740	85	211
Chaffee	10,200	837	8.2	50	.0	8	2	1	--
Cheyenne	2,400	11	.5	--	--	--	1	--	1
Clear Creek	3,600	12	.3	1	.0	3	--	--	--
Conejos	8,400	3,267	38.9*	3	.0	15	25	--	--
Costilla	3,800	2,072	54.5*	1	.0	--	95	--	1
Crowley	3,200	1,069	33.4*	5	.0	1	45	--	--
Custer	1,300	185	14.2	--	--	--	--	--	--
Delta	14,400	1,394	9.7	5	.0	20	20	1	5
Denver	493,000	71,185	14.4	46,000	9.3	1,755	4,725	608	413
Dolores	1,800	2	.0	--	--	160	--	--	--
Douglas	7,100	516	7.3	2	.0	5	1	--	--
Eagle	5,600	1,745	31.2*	2	.0	30	--	--	1
Elbert	3,600	126	3.5	7	.2	11	--	--	--
El Paso	216,100	7,935	3.7	13,700	6.3	420	965	90	522
Fremont	21,600	2,656	12.3	200	.9	15	5	--	--
Garfield	15,800	254	1.6	18	.1	4	--	--	--
Gilpin	700	90	12.9	2	.3	--	--	--	--
Grand	3,600	104	2.9	6	.2	2	--	--	--
Gunnison	8,300	91	1.1	13	.2	--	3	5	20
Hinsdale	200	3	1.5	--	--	--	--	--	--
Huerfano	7,400	3,770	50.9*	54	.7	2	--	1	--

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Preliminary Estimates
For Planning Purposes Only

TABLE I (CONTINUED)

County	Total Population	Spanish- Surname Population	% of Spanish- Surname	Negroes	% of Negroes	Indians	Japanese	Chinese	Other
Jackson	1,600	100	6.2	--	--	3	--	1	1
Jefferson	214,700	5,639	2.6	300	.1	356	559	40	245
Kiowa	2,000	5	2.5	8	.4	1	--	--	4
Kit Carson	7,600	49	6.4	2	.0	1	--	1	2
Lake	9,000	909	10.1	10	.1	55	2	--	--
La Plata	17,100	2,377	13.9	50	.3	1,325	32	40	4
Larimer	82,500	2,569	3.1	150	.2	18	206	52	124
Las Animas	16,800	5,252	31.3*	56	.3	12	15	1	25
Lincoln	5,100	50	9.8	--	--	3	--	--	--
Logan	19,300	968	5.0	7	.0	30	50	1	--
Mesa	54,000	4,234	7.8	120	.2	56	97	32	15
Mineral	600	1	.0	--	--	1	--	--	--
Moffat	6,800	268	3.9	--	--	2	--	--	--
Montezuma	13,700	1,039	7.6	40	.3	1,300	--	4	1
Montrose	19,100	1,593	8.3	10	.1	150	25	--	10
Morgan	20,200	2,395	11.9	25	.1	20	55	--	--
Otero	25,700	4,753	18.5	140	.5	10	175	--	10
Ouray	1,500	337	22.5*	--	--	--	1	--	7
Park	1,400	58	4.1	--	--	--	--	--	1
Phillips	4,000	57	1.4	1	.0	1	--	--	1
Pitkin	3,600	9	.3	25	.7	1	--	1	--
Prowers	14,400	1,744	12.1	25	.2	2	40	--	--
Pueblo	123,000	33,172	27.0*	3,400	2.8	109	145	80	56
Rio Blanco	5,100	61	1.2	15	.3	1	3	--	1
Rio Grande	10,900	2,726	25.0*	25	.2	15	15	1	--
Routt	6,000	26	.4	30	.5	1	1	--	1
Saguache	4,500	1,415	31.4*	10	.2	5	--	--	--
San Juan	1,000	107	10.7	--	--	1	--	--	--
San Miguel	2,100	205	9.8	--	--	250	--	--	--
Sedgwick	3,700	284	7.7	30	.8	5	95	--	--
Summit	1,800	34	1.9	--	--	--	--	--	--
Teller	3,300	29	.9	--	--	--	--	--	--
Washington	6,100	22	.4	10	.2	3	1	--	1
Weld	83,000	8,990	10.8	200	.2	72	869	10	49
Yuma	8,000	142	1.8	1	.0	5	1	--	--

* Counties with 20% or more Spanish-surname population.

TABLE II

Social and Economic Characteristics of
Spanish-surnamed persons for Selected Colorado Counties
1960 Census

Counties	Total Population	Born in Mexico	MEDIAN SCHOOL YEARS		Median Income Spanish-American	Median Income Total Population
Adams	8,542	161	12.1	8.9	\$5,089	\$6,357
Arapahoe	2,987	45	12.4	11.5	5,842	7,137
Boulder	3,103	83	12.5	8.3	4,662	6,114
Conejos	4,476	---	8.7	6.9	2,436	3,067
Costilla	3,065	9	7.6	6.8	2,105	2,375
Denver	43,147	1,229	12.1	8.6	4,680	6,361
El Paso	6,135	111	12.3	10.1	4,240	5,514
Huerfano	3,608	27	8.5	7.0	2,693	3,451
Jefferson	2,515	34	12.5	12.3	6,582	7,202
Las Animas	7,443	153	8.8	7.3	3,223	3,831
Mesa	2,612	69	12.0	8.3	3,738	5,371
Otero	5,328	254	10.3	6.2	3,161	4,678
Pueblo	25,437	936	10.2	8.1	4,424	5,450
Rio Grande	3,477	7	10.6	6.6	2,446	4,004
Weld	8,831	569	10.8	6.0	3,213	4,724

TABLE III (a) Colorado Urban Areas of 2,500-10,000 (1960)

*More than 20% have income less than \$3,000. per annum.

**More than 30% have income less than \$3,000. per annum.

1960 Census

	Total Population 1960	Age 25 & over med- ian School grade completed	% 4 years High School	Median Income \$\$\$\$	% with Income under \$3,000	Negroes	% Negroes	Estimated Population 1969*
Alamosa*	6,205	11.8	48.7	\$5,035	25	49	.8	6,750
Brighton	7,055	10.8	43.0	5,518	14	7	.1	8,200
Broomfield	4,535	13.4	90.4	8,296	4	1	.0	6,800
Brush	3,621	11.2	45.5	5,145	19	0	.0	4,000
Canon City*	8,973	10.2	36.9	4,737	29	194	2.1	9,411
Commerce City	8,970	11.2	42.6	5,972	8	8	.1	18,600
Cortez	6,764	11.9	49.3	5,896	18	23	.3	7,900
Craig	3,984	12.1	54.6	6,328	10	7	.2	4,350
Delta**	3,832	9.9	39.7	4,222	34	0	.0	4,300
Edgewater	4,314	12.3	59.5	6,595	11	17	.4	5,600
Florence	2,281	9.3	30.1	4,722	25	0	.0	3,200
Fort Morgan	7,379	12.0	50.4	5,541	17	2	.0	7,800
Glenwood Sprgs.	3,637	11.9	49.2	5,730	15	5	.1	5,150
Golden	7,118	12.4	62.4	6,304	14	16	.2	9,345
Gunnison*	3,477	12.6	64.9	5,321	24	13	.4	7,300
Lafayette*	2,612	9.8	36.5	5,704	21	0	.0	4,200
LaJunta	8,026	11.8	48.9	5,327	23	106	1.3	9,000
Lamar*	7,369	10.9	42.3	4,957	24	16	.1	8,800
Las Animas*	3,402	9.5	34.3	4,658	26	0	.0	3,500
Leadville	4,008	10.7	41.0	5,700	12	1	.0	6,000
Loveland*	9,734	11.3	45.7	4,845	27	2	.0	15,000
Manitou Sprgs. **	3,626	12.1	51.8	4,681	30	40	1.1	5,000
Monte Vista*	3,385	12.0	50.4	5,012	26	2	.0	4,750
Montrose*	5,044	11.1	44.5	4,729	27	2	.0	7,200
Rocky Ford**	4,929	9.6	37.0	4,476	31	14	.3	5,000
Salida*	4,560	10.3	38.2	4,521	29	2	.0	5,000
Sheridan	3,559	10.8	40.1	5,853	11	34	1.0	5,000
Walsenburg**	5,071	8.5	25.4	3,587	40	51	1.0	6,200

TABLE III (b) Colorado Urban Areas with Population 10,000 or more

*More than 20% have income less than \$3000. per annum.

**More than 30% of population with income less than \$3,000. per annum.

1960 Census

	Total popu- lation est- imated by 1969	Age 25 & over med- ian schol grade completed	% 4 years High School	Median Income \$\$\$\$	% with income under \$3000.	Negroes	% of Total Popula- tion	Indians	Japanese	Chin- ese	Fili- pinos	Other
Arvada	43,000	12.6	73.6	\$7,334	6	2	0.2	13	11	0	1	3
Aurora	73,000	12.5	71.6	6,627	9	284	1.2	25	155	37	54	41
Boulder	67,500	13.0	75.3	6,726	12	128	1.2	67	170	27	6	60
Colo. Sprgs.	128,500	12.3	59.5	5,669	18	3,172	5.0	74	127	33	42	29
Denver	493,000	12.1	53.4	6,361	15	30,251	7.1	1,133	3,049	392	168	268
Durango	11,800	12.3	58.5	6,124	16	23	0.9	47	6	20	0	1
Englewood	37,000	12.2	56.3	6,744	12	18	0.8	75	75	14	3	17
Ft. Collins*	42,500	12.4	61.3	5,409	22	77	1.0	8	82	19	6	48
Gr. Junction	22,750	12.2	57.0	6,109	16	53	0.5	4	5	21	0	2
Greeley*	35,000	12.1	53.2	5,351	21	81	0.9	1	125	8	3	8
Littleton	22,000	12.5	70.2	7,726	8	2	0.3	4	23	7	0	1
Longmont	20,000	11.9	49.1	5,372	19	2	0.3	3	5	0	0	2
Pueblo	105,600	10.6	40.8	5,698	15	2,026	2.6	78	98	63	54	49
Sterling	11,500	12.1	52.3	5,897	14	3	0.1	0	6	1	0	0
Thornton	15,000	12.3	63.2	6,565	6	17	0.5	3	27	2	11	0
Trinidad*	11,000	9.1	36.2	3,972	36	47	1.6	5	12	1	1	2
Westminster	20,000	12.4	68.8	7,330	4	0	0.8	7	82	5	2	8
Wheatridge	21,619	12.5	70.2	7,864	8	6	0.2	0	25	0	3	2

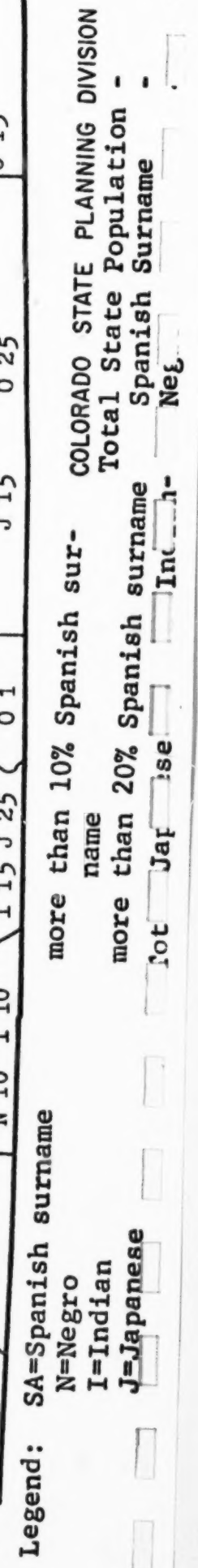
TABLE III (c)
 Estimates of the Minority Group Population of the
 Denver Standard Metropolitan Statistical Area and its
 Component Counties (1969)
 Obtained from the Denver Regional Council of Governments Technical
 Report No. OP/08-01

County	Total Population		Negro		Other non-White		Spanish-Surnamed		Total Minority Group Population	
SMSA	1,167,000	100%	55,600	4.8%	8,700	0.7%	86,400	7.4%	150,700	12.9%
Adams	170,000	"	900	0.5	1,800	1.1	16,000	9.4	18,700	11.0
Arapahoe	147,000	"	800	0.5	700	0.5	3,600	2.4	5,100	3.5
Boulder	116,000	"	300	0.3	400	0.3	4,600	4.0	5,300	4.6
Denver	521,000	"	53,400	10.2	5,100	1.0	59,000	11.3	117,500	22.6
Jefferson	213,000	"	200	.1	700	.3	3,200	1.5	4,100	1.9

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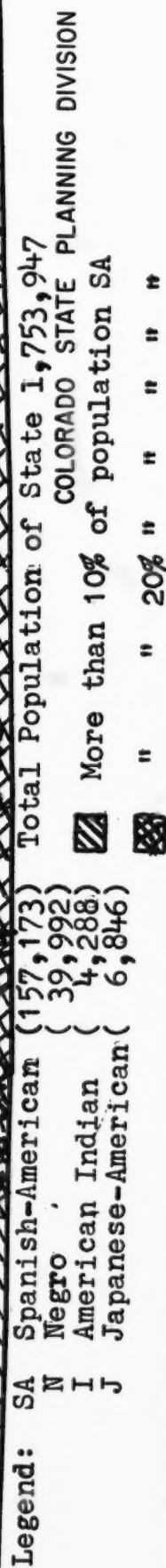
SA 2943

— 5 —



more than 10% Spanish sur-
name
more than 20% Spanish surname
Total Jan Inc h-
COLORADO STATE PLANNING DIVISION
Total State Population -
Spanish Surname -
Neg

3225
3225
70
62H7



B. A Time Table of Colorado's Civil Rights History

Before 1821	Southern Colorado belonged to Spain. There were some descendants of the conquistadores living along the Rio Grande River. Other inhabitants of Colorado were Indians which included Plains Indians (Cheyenne, Arapahoe, Kiowa, et al.,) and Mountain Indians (Utes).
1821-1846	Southern Colorado was part of Mexico. The rest of the area belonged to the Kansas Territory. The only inhabitants were Spanish and Indians.
1848	Guadalupe-Hidalgo Treaty with Mexico ceded New Mexico and Southern Colorado to the United States--the treaty provided the right of the inhabitants to keep their lands, culture and language.
1848-1861	Southern Colorado was part of New Mexico Territory. The rest of Colorado was Kansas Territory.
1859	Gold Rush to Colorado Brought Anglos from the eastern United States.
1861	Colorado Territory was formed. Indians and women denied vote. Negroes given vote in 1862 but lost it in 1863. Barney Ford fought for the Negro vote.
1867.	Negroes given the vote in 1867 in accord with the 14th Amendment providing suffrage for Negroes in territories.
1867	Treaty with Plains Indians sending them to reservations in Oklahoma.
1876	Colorado became a State, and the State Constitution provided for the Negroes' right to vote.

- 1876-1894 Early U. S. Civil Rights Acts were repealed nationally by decision of the U. S. Supreme Court.
- 1880 Ute Indians sent to reservations in South-west Colorado and Utah.
- 1882 National Chinese Exclusion Act passed.
- 1889 Public education for all provided by the State.
- 1893 Women were given the vote.
- 1895 Colorado's first Civil Rights Act passed prohibiting discrimination in places of public accommodation.
- Colorado's first Negro legislator elected to the State Assembly. (Joseph Stuart)
- 1915 N.A.A.C.P. organized in Denver.
- 1917 Civil Rights Act of 1895 amended to prohibit discriminatory advertising of Public Accommodations.
- 1917-1918 World War I: Indian and Negro troops were trained at segregated camps where they learned for the first time of their common problems throughout the nation.
- 1919 Women's Suffrage Amendment passed for the nation.
- 1925 N.A.A.C.P. held their National Convention in Denver--the year the K.K.K. reached its zenith in Colorado with Klan members elected as Governor, Mayor and many other State positions.

- 1933-1940 The New Deal brought an improved Indian policy.
- The Public Works Programs provided for equal employment opportunities (W.P.A. and P.W.A.).
- 1941-1945 World War II
- 1941 Fair Employment Practices--Presidential Executive Order applied to Defense Industries.
- Congress of Racial Equality (CORE) organized.
- Anti-Defamation League opened a regional office.
- 1942 Relocation of Japanese-Americans from the West Coast to Colorado.
- 1943 Negro State Assemblyman elected.
- 1943 Defeated: A State Constitutional Amendment prohibiting aliens ineligible for citizenship (Oriental) to own property.
- 1946-1950 Post-World War II period.
- First State Anti-Discrimination Commission (New York) 1946.
- Armed Forces desegregated.
- Truman appointed a Commission to study Civil Rights.
- Fair Employment Practices Laws introduced into Colorado State Legislature.
- Denver Human Relations Commission established.

Colleges and Universities of the State abolished "quotas" and racial and religious questions on application forms.

1951

Colorado's first Fair Employment Practices Act enacted--Colorado Anti-Discrimination Act of 1951, (covered public employees).

Created the Anti-Discrimination Division of the Industrial Commission and the Governor's Human Relations Commission.

1955

Colorado's Anti-Discrimination Act was amended making the Anti-Discrimination Commission an independent agency.

George Brown appointed to State legislature.

1956

George Brown elected to State Senate (first Negro State Senator).

1957

The Fair Employment Practices Act known as "The Colorado Anti-Discrimination Act of 1957" was enacted. The Public Accommodations Act was put under the jurisdiction of the Anti-Discrimination Commission.

Marlon Green vs. Continental Airlines Case filed.

1959

"The Colorado Fair Housing Act" was enacted. (One of the first comprehensive Fair Housing Laws.)

1960 & 1962

Marlon Green vs. Continental Airlines taken to Supreme Court of Colorado twice.

1963

Marlon Green vs. Continental Airlines taken to United States Supreme Court. At issue-- Did the Colorado Anti-Discrimination Commission have jurisdiction over an interstate carrier? Decided in favor of the

Commission and Marlon Green. Continental Airlines ordered to employ Marlon Green with same salary, seniority, privileges and fringe benefits that he would have been entitled to had he been employed in 1957.

1964 The U. S. Civil Rights Act of 1964 covering employment, public accommodations, health, education and welfare was enacted.

1965 "The Colorado Fair Housing Act" was amended and strengthened. Injunctive powers were added and coverage extended to make it the strongest and most comprehensive in the nation.

Rachel Noel, first Negro to be elected to the Denver Board of Education.

Anti-Discrimination Commission becomes Civil Rights Commission.

Non-discrimination clauses added to Cemeteries Acts.

1966 Metropolitan Denver Fair Housing Center opened.

Non-discrimination clauses added to Proprietary Schools Act.

1968 U. S. Civil Rights Act of 1968 passed--Provides for open housing (with certain restrictions--).

Supreme Court decision on open housing based on a Civil Rights Act of 1867. (Jones vs. Meyers)

Colorado Civil Rights Commission adopts policy to include discrimination in education and de facto segregation under the Public Accommodations law and adopts a policy on the use of tests in employment.

1969

Colorado Civil Rights Commission files complaint against the Denver Public Schools with U. S. Department of Health, Education and Welfare alleging unequal educational opportunity.

Public Accommodations Law amended to explicitly extend coverage to health clubs, educational institutions.

The Anti-Discrimination Act of 1957 amended to prohibit discrimination because of sex and to include any employer in the State.

Case filed in Federal Court in Denver to obtain an injunction against the rescission of the pro-integration measures passed by the newly elected Board of Education of the Denver Public Schools. A temporary injunction was granted by the U.S. Supreme Court making it possible for the schools to open in September 1969 with the pro-integration measures. The full trial is to be held in November 1969.

C. WHAT ARE THE MAJOR CIVIL RIGHTS PROBLEMS IN COLORADO?

1. Hispano Problems

The problems relating to the Hispanos are basically those resulting from inadequate and unequal education and discrimination in employment. These in turn result from forms of discrimination built into the society. In spite of forward looking Civil Rights Laws enacted by the State Legislature, there is still much to be done to carry out the intent of these laws.

Table 3 indicates that the educational and income levels of the Hispanos in the State is considerably below that of the majority group. The educational level is below that of both the Negroes and the Anglo majority. The "Commission on Spanish-Surnamed Citizens" issued a report for the legislature in 1967 which include recommendations concerning Education, Employment, Health, Housing.

The average Spanish Spanish-Surnamed resident belongs to most of the following minority groups and possesses the traits associated with these groups: the poor, the poorly educated, the unhealthy, the victims of discrimination, the illhoused, the rural folk, the Spanish-Mexican-American cultured, the law violator, the legally unprotected and the politically unrepresented.

This means that the Hispano generally has problems in obtaining a relevant education adapted to his culture and his needs; he has difficulty in obtaining employment adequate for supporting his family with dignity and meeting his needs as a self-respecting citizen; he cannot obtain adequate housing; he is often harassed by police and sometimes subjected to brutal and unjust treatment at the hands of "Law and Justice." He has trouble obtaining promotions after he obtains a job.

2. Differences in the Perception of the Problems of Minorities

The recent book on Minorities and the Police (4), by two Denver University professors, Bayley and Mendelsohn, indicates that the Hispano in Denver has considerably more trouble with the police than members of the Dominant community e.g. 10% of the Negroes and 24% of Hispanos said they or someone in their

family had been badly treated by a police officer. Only 4% of the Dominants reported such experiences. In lengthy interviews, 24% of the Negroes and 29% of the Spanish-Surnamed said they had had personal experience which made them think that the police did not treat all people alike (i.e. discriminated). This book includes recommendations which should be heeded by legislators and policy-makers alike. A basic difference among the Dominant majority, Negroes and Hispanos is found in the interpretations of the cause of riots. Although this book was written concurrently with the Kerner Report, it comes up with similar recommendations. Of particular interest, is the attitude of the Majority towards the Minorities. The Majority tends to see the riots as caused by outside instigators or agitators and something which must be subdued by force. The Minority group citizens see the riots as resulting from frustrations in employment, housing and education and see the solutions for riot prevention to be found in making basic changes in these problem areas. The book states, "The data from this study demonstrates the enormous gap between majority and minority people with respect to the seriousness of minority problems and the importance of their solution. For the failure to agree on solutions will dramatize, as much as the violence, the chasm separating black from white, minority from majority."

3. Evidence of Discrimination Against Minorities

Evidence of discrimination in employment, for both Hispanos and Negroes, is to be found in the large number of employment cases filed with the Civil Rights Commission (See Figure 5). It is to be found in the statistics included in an employment study contracted for the Model Cities Poverty and Jobs--A Study of Employment, Unemployment and Job Vacancies in the Denver Labor Market--R. A. Zubrow, W. D. Kendall, E. S. Miller, P. L. Burgess, October, 1968. (5) Over 100,000 people live in the poverty Target area. Three-fifths are Hispano and Non-white. The Hispanos outnumber the Negroes two to one. The concentration of Hispanos in the poverty area has increased by 46%. Seven-tenths of Hispanos live in this section of the city, but the proportion of the city's Negroes has declined since 1950--many Negroes have moved out. The average standard of living for Denver's ghetto is lower today than 17 years ago. The adults have had less schooling than residents of the rest of the city, and Hispanos the least. The educational achieve-

ment levels of the children attending the highly segregated public schools in the area are markedly below those of students attending the schools located in non-poverty areas.

1967 Median Household Income - City of Denver

Hispano	\$4,636
Non-white	5,031
White other	5,917

A poverty income for a family of 4 is \$3,000 or less. Of 40,000 living in poverty 48.5% are Hispano, 22.6% non-white and 28.9% white-other.

The discrimination which exists against minority women who are heads of household is shown by the fact that even for those with education beyond high school, 25% are living in poverty and 56% of those with high school diploma; there is double discrimination. The underemployment is also double.

TABLE IV

Population - Denver 1967		Household Income
non-white	55,500	\$5,031
Hispano	57,800	4,636
white-other	408,700	5,917
	522,000	
		\$5,610

D., What is the Outlook?

(a) What are the Chances of Violence?

All of the minority groups are asserting their desires for equality especially with respect to education, employment and housing. Unless large costly measures which indicate real changes in the old system are undertaken rapidly and soon, considerably more violence and chaos is predicted. In Colorado the total minority group is larger than many realize because there are two minority groups. The indigenous Hispanos have been quiet for centuries but are now stirring into action to demand their rights. The problems are intensified in the urban centers by a rapidly growing Negro population which is well-organized and articulate in expressing

the needs of the Blacks. The Hispanos have not united in their demands but are seeking many of the same goals as the Blacks seek for themselves. There is some competition between these two groups in their struggle for jobs, OEO funds and community leadership.

Although we cannot say that violence will break out in Denver, the ground work for trouble has been laid. As Bayley and Mendelsohn (4) say, "In our city, and in the country as a whole, members of the majority community are engaging in the folly of wishful thinking, founded on an appalling ignorance about minority conditions and attitudes, if they believe that violence cannot happen here or long endure."

If violence is to be avoided, the gap of understanding of the basic problems must be bridged. Bayley and Mendelsohn (4) have shown that views have become polarized between the Dominant and minority groups. The Negroes and Spanish-Surnames believe the fundamental cause of unrest is discrimination which produces inadequate employment opportunities, sub-standard housing, poor education and inferior medical care. The prevention of violence from the viewpoint of minorities lies in the immediate implementation of large scale programs to provide equal opportunities to minority people. The Dominants do not recognize this discrimination in their midst and tend not to plan for its elimination. They tend to think in terms of constraining violence after it occurs rather than eliminating its causes.

There have been "incidents" in Denver. Jules Mondschein, in a report for the Denver Commission on Community Relations "The Summer of 1967--Northeast Park Hill" (6) describes an explosive situation. In 1968, there were more "incidents." In 1969, explosive confrontations have existed at or near several of the high schools--one involving a predominantly Hispano group at West High School.

State and local government must "listen to" the minority citizens and act on their basic needs in education, employment, housing, citizen participation. Specific recommendations are given in Ch. XI of this report.

The Civil Rights Commission believes that strong affirmative programs can be established in Colorado and that with strong programs and determination, Colorado can overcome its problems of discrimination. This can only be accomplished by recognizing the problems.

CHAPTER III

DESCRIPTION OF THE COLORADO CIVIL RIGHTS COMMISSION

A. History of the Civil Rights Commission

Colorado's first Civil Rights Act was passed in 1895; it prohibits discrimination in places of public accommodation and makes all public facilities available to all citizens of every race and color. Under the law as originally written, it was necessary for the complainant to go into Civil Court and sue for damages. In 1917, the law was amended to prohibit discriminatory advertising of any place of public accommodation.

In 1951, the Colorado Anti-Discrimination Act of 1951 was passed. This was Colorado's first fair employment practices law. The Anti-Discrimination Division was placed in the Industrial Commission and an advisory Human Relations Commission appointed. The division was authorized (a) to make studies as to the extent, character, cause and existence of unfair practices in employment because of race, creed, color, national origin or ancestry, (b) to conduct educational programs aimed at eliminating discrimination in employment and (c) in cases against public employers, to hold hearings to issue cease and desist orders. The Fair Employment Practices Division opened officially on July 30, 1951. After two years of operation, the ineffectiveness of the educational approach to the elimination of discrimination in employment was shown and amendments prepared to extend the coverage of the law to private employers engaged in public work. These amendments were passed in 1955, and an Anti-Discrimination Commission formed. This Commission was authorized to study causes and extent of discrimination in employment, to conduct educational programs to eliminate such discrimination and to cooperate with other agencies, to receive, investigate and pass upon verified complaints against private employers engaged in public work, (1955) to hold hearings and issue cease and desist orders, to settle complaints against employment agencies and labor organizations by conference, conciliation and persuasion.

In 1957, the full-fledged Fair Employment Practices Act (known as the Anti-Discrimination Act of 1957) was passed prohibiting job discrimination by employers, employment agencies and labor organizations and provided for court enforcement of Commission orders. At the same time, the early Public Accommodations Act was brought under the jurisdiction of the Anti-Discrimination Commission as an alternative to filing a suit in Civil Court. When these two laws were enacted in 1957, they were considered to be as comprehensive as any yet enacted by a State legislature. In 1959, Colorado's Fair Housing law was enacted and was the first of its kind to be enacted in the United States covering the sale, rental and occupancy and financing of all housing and vacant land. At that time only New York City and Pittsburgh, Pennsylvania had fair housing ordinances which included privately financed housing.

In 1965, the Fair Housing Law was amended to eliminate some loopholes which had been found in its enforcement effectiveness. In particular, the power of injunctive relief was added to prevent an owner or landlord from selling or renting property while a case was under investigation or negotiation by the Commission. Also in 1965, the name of the "Anti-Discrimination Commission" was changed to that of "Colorado Civil Rights Commission."

In 1965, the Civil Rights Commission assisted in the planning and birth of the Metro Denver Fair Housing Center established to implement the Fair Housing Law.

In 1966, at the suggestion of the Commission, the Governor, John A. Love, issued an Executive Order on April 15, 1966 on "Equal Opportunity." Among the ten different requirements of the Executive Order was one calling for the re-evaluation of examinations, tests or other methods used to grade or determine the intelligence level or skills of the employee or applicant to determine that such examinations do not give unfair advantage to members of any particular race, color, creed, national origin or ancestry and that such tests bear a reasonable or valid relationship to the position for which the person is being examined.

This Executive Order also called for non-discrimination in providing public services. Of particular interest was the section concerning the obligations of State Contractors. This section required State contractors to take affirmative action to ensure that minority applicants be employed and each contractor be required to file compliance reports with the contracting agency. The Order also provides for the cancellation of contracts for non-compliance. Other sections of the Order covered all departments and agencies engaged in employment referral and placement, training for job opportunities or advancement, cooperation with the Colorado Civil Rights Commission, the posting of an Equal Opportunity symbol and the posting of the Executive Order.

The Commission has had three Directors during its lifetime: Roy Chapman, who was followed by an Acting Director, Ed Terrones and since 1963, James F. Reynolds.

In addition to the laws, the Commission has promulgated five General Regulations and numerous policies. The most recent regulation of interest to groups throughout the country concerns the definition of private clubs. (see Regulation No. 5 at the end of this chapter.)

Newer policies which have been developed will be included at the end of the chapter - Section III-D.

The testing policy has been watched with much interest throughout the nation.

With the enactment of the U. S. Civil Rights Act of 1964, various civil rights agencies have sprung up in the Federal government. This has brought about an interchange of ideas, deferral of cases, funds for research and affirmative action projects and data exchange programs. Other relationships have been established with the Equal Employment Opportunity Commission, HEW Civil Rights Office, the Community Relations Service of the U. S. Department of Justice, the Office of Federal Contract Compliance, the Equal Employment Opportunity Officers of various governmental agencies et.al.

B. Organization of the Civil Rights Commission

The Commissioners constitute the policy-making body for the Civil Rights Commission. The Commission consists of seven members appointed by the Governor for four-year staggered terms. They meet monthly and attend relevant national, state and local meetings and serve at hearings held before the Commission. They are unpaid except for expenses incurred in the carrying out of their duties.

The Director and staff comprise the Civil Rights Division of the State Government which is under the jurisdiction and direction of the Commission.

The Director (designated "Coordinator" in the statutes) is appointed by the Governor after a competitive Civil Service examination. The Commission was established as an independent state agency, but the enactment of a law in 1968* reorganizing the state government to no more than twenty departments placed the Commission within the Department of Regulatory Agencies. See Figure 3 for an organization chart.

The professional staff consists of 13 persons with a supporting clerical staff of 11. The budgets for each year are given in Table 1. The budget for the year 1968-1969 was separated into four programs: Administration, Complaint Handling, Community Action, Education and Research.

Total	\$205,040	\$230,601
Administration	64,911	(including
Investigation and Enforcement	94,787	EEOC Grants)
Education and Research	51,739	
Community Action	19,164	

See Map Figure 4 for the location of branch offices.

During the last three years, the Commission has opened branch offices on a full-time basis in Alamosa (April, 1967), Greeley (August, 1968), East Side Action Center (September, 1967) and West Side Action Center (Aug. 1968).

*C.R.S. 1963, as amended, and Senate Bill 1 as approved by the 46th General Assembly.

The two action center offices were established in Denver to provide a closer tie with the minority group persons in the urban poverty areas. The Specialists at the two Denver Action Centers handle the other action centers on a one day a week basis. The regional offices in Alamosa and Pueblo handle outlying areas on a one day a week basis. The Alamosa office serves Monte Vista and Del Norte, and the Pueblo Office serves Colorado Springs, La Junta and Rocky Ford. Because the Specialist in the Greeley Office is conducting a special affirmative action project with funds granted by the U. S. Equal Employment Opportunity Commission, he does not investigate complaints. Complaints in Northern Colorado have been handled by an Hispano Specialist from the Denver Main Office on a one day a week basis. (more frequently when necessary.)

The Branch offices have been effective in extending the services of the Commission into regions where they are most needed. The branch offices at the action centers are carrying out a new emphasis of the Commission on Community Action with minority group communities. The Specialists participate in area planning (e.g. model cities, Special Education programs), keep contact with the "pulse of the community", develop jobs, exert a calming influence during incendiary situations---(more about this in Chapter VII - Community Action)

There is still a need for full-time Commission Offices in Colorado Springs and Grand Junction, and full-time services should be extended to Northern Colorado from the Greeley Office.

C. The powers and duties of the Commission generally include implementing the Colorado Civil Rights Statutes covering employment, housing and public accommodations. These functions include:

- (1) receiving and investigating complaints of discriminatory or unfair practices.
- (2) investigating and studying the existence, character, causes and extent of discrimination and formulating plans for its elimination by educational or other means;
- (3) holding hearings upon any complaint, subpoena of witnesses, books and papers;

- (4) issuing publications and reports of investigations and research which may tend to promote good will among the various racial, religious and ethnic groups of the State;
- (5) making recommendations to the Governor, General Assembly and other persons concerned with carrying out the laws, (e.g. employers, employment agencies, labor unions, realtors, hotel, motel and restaurant proprietors, etc.)
- (6) cooperating with other agencies and organizations, both public and private, whose purposes are consistent with the Commission's in planning and conducting educational programs designed to eliminate racial, religious, cultural and intergroup tensions.

The Commission's attorney is assigned to the Division by the Attorney General and is designated as an Assistant Attorney General. His office space and secretarial help is provided by the Commission although his salary is paid by the Attorney General's Office. The attorney acts as a general legal advisor to the Commission and represents the complainant at hearings held before the Commission.

The Director of complaint handling conducts most of the initial interviews with the complainants, trains and supervises case investigators, assigns cases, keeps complaint records, writes dismissal and other closing letters, as well as working on other special projects. She acts as the contact with the EEOC Regional Office.

The principal responsibility of Specialists in the complaint handling division is the investigation of complaints. However, each Specialist has usually had other responsibilities, e.g., contract compliance, action center contracts, job development and referral, contacts with human relations councils and groups. Under a new system initiated January 1, 1969, some specialists have been assigned to only case handling and others to community action. The specialist in the Education and Research Division also investigated cases on a part-time basis until January 1, 1969.

The Research and Education Division develops research proposals, compiles statistics, writes pamphlets and reports, conducts surveys, handles requests for information, maintains resource materials and develops programs, plans and participates in workshops and conferences. This Specialist helps other specialists in planning surveys and research and is responsible for the in-service training.

Since 1966, there have been new faces among the Commissioners and farewells said to old friends. Commissioner Lawrence J. Lee left in 1967 to practice law in Hawaii. Mr. Winford M. Griffin, President of Central Colorado Bank in Colorado Springs, was appointed by the Governor to fill the vacancy left by Mr. Lee's resignation. Mr. Griffin brings both wisdom and humor to the Commission. Former Chairman and dedicated Commissioner, Mrs. Dora Piccoli, was transferred to Houston, Texas. Upon Mrs. Piccoli's resignation, Ulys White (Mrs. Mahlon White) of Durango was appointed to replace her. Mrs. White is President of the Durango Branch of the League of Women Voters and brings both beauty and intelligence to the Commission.

Many changes have taken place among the staff. James F. Warren, James Garcia and John A. Robinson left for better or more challenging positions with E.E.O.C. (now with OFCC), S.E.R. and Denver Community College respectively.

New staff members added to the staff during the last two years have been Dennis Santistevan who came first to the Alamosa office and is now in the Denver Office. Miguel Lujan is currently with the Alamosa Office. Ed Billings and Phil Porter have been working out of the two Denver satellite offices (the action center). When Jim Nakayama joined the staff, another ethnic group was added to an already well-integrated staff. Warren D. Alexander was promoted to Assistant. In April, 1969, Felix Gonzales was hired for the Pueblo Office and August Roybal, Jr. transferred to a Community Action post at the West Side Action Center. Neil Isenberg replaced Sally Konnak as Public Relations Specialist.

The main office moved into new and larger quarters next door to the previous office, and it has already outgrown the new space.

Figure 3
COLORADO CIVIL RIGHTS COMMISSION
ORGANIZATION CHART
1969

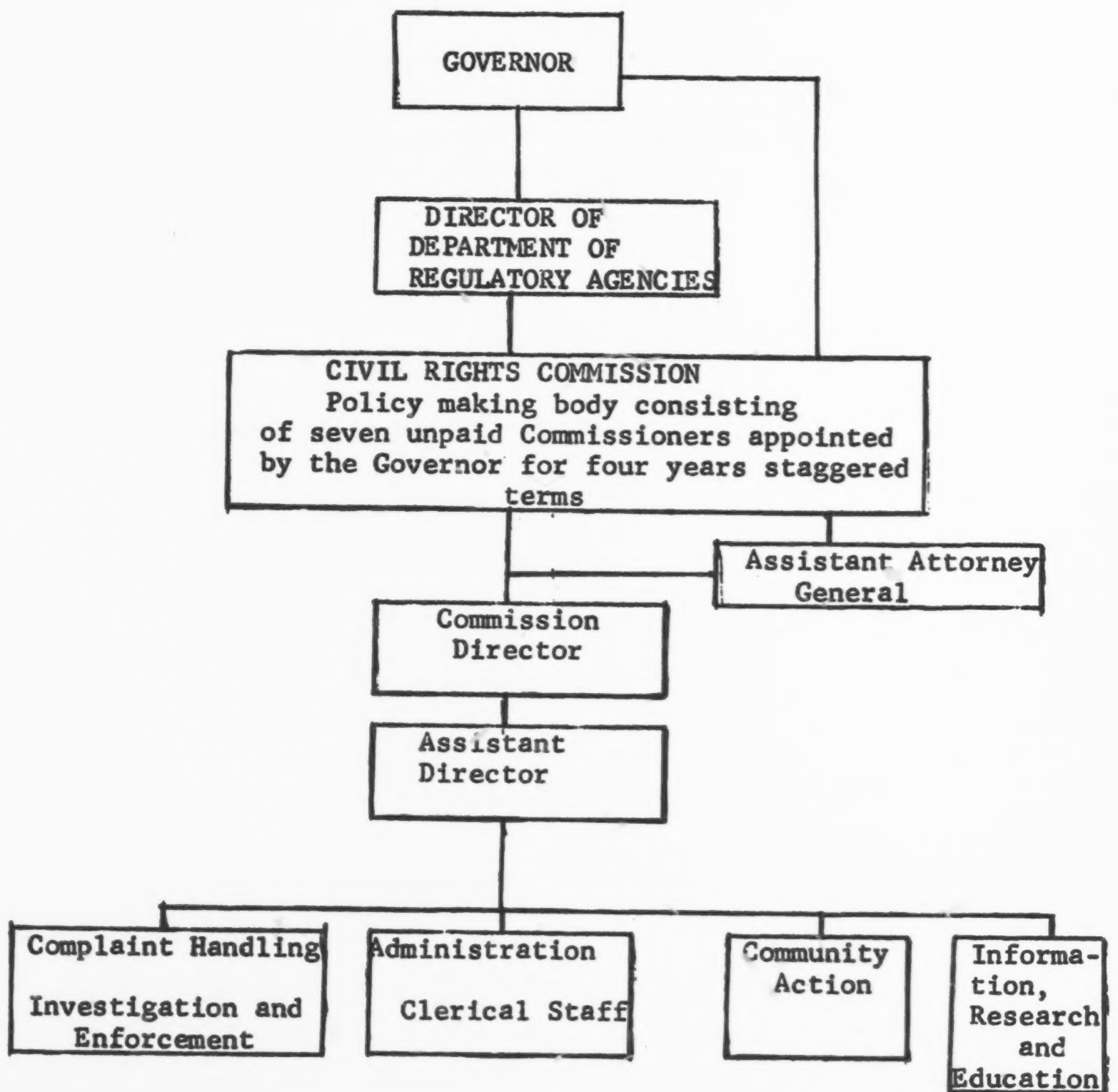
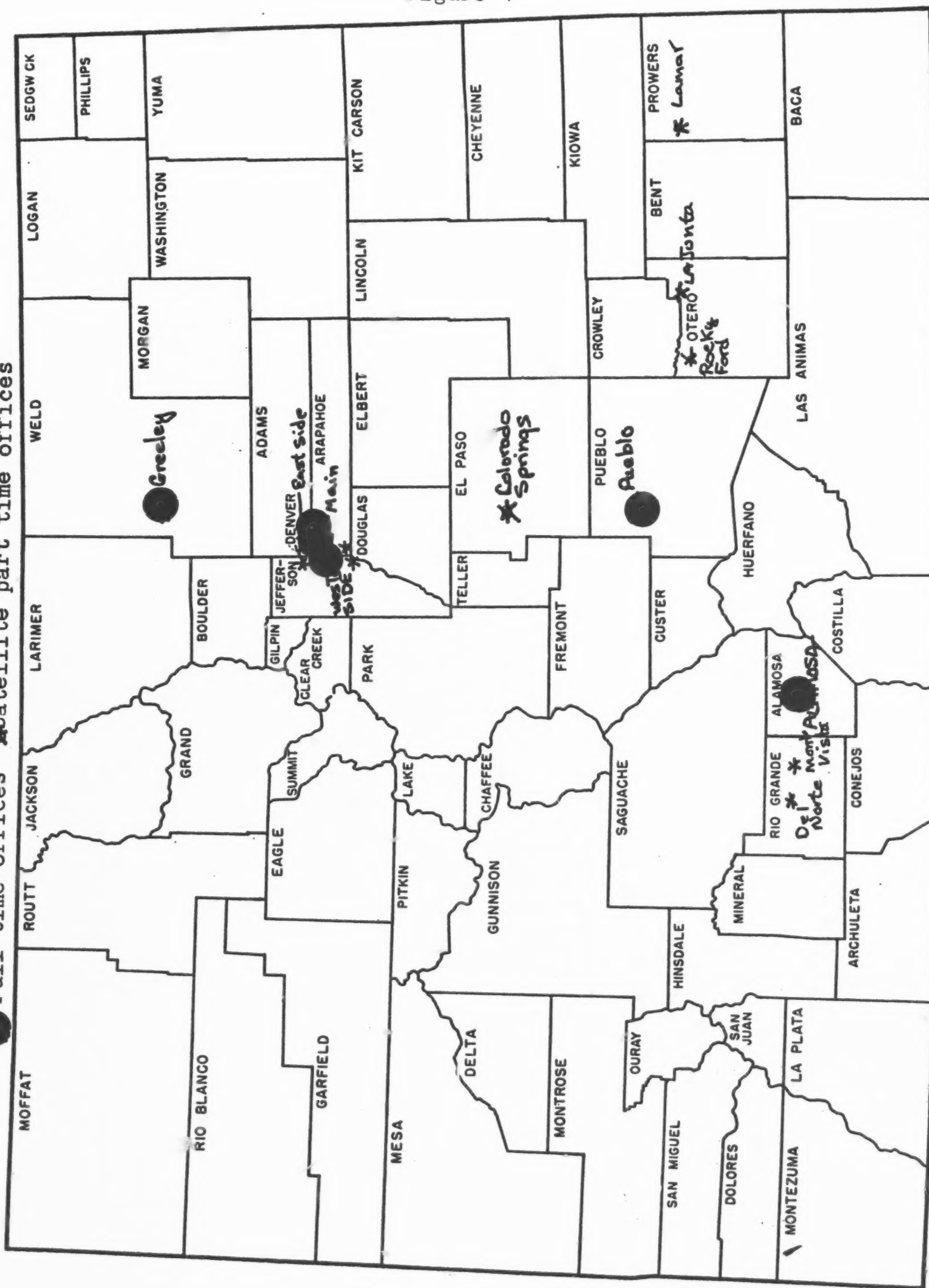


Figure 4

OFFICES OF THE COLORADO CIVIL RIGHTS COMMISSION

Full time offices Satellite part time offices



D. New Policies and New Directions

The Commission has been struggling to extend its coverage to more of the people who need its services. This has been accomplished to some extent by the establishment of satellite offices in poverty areas and the increased number of branch offices outside of the Denver Metropolitan area.

The Commission has also projected its concerns in the direction of more affirmative and positive types of action by working with employers to establish sensitivity training for employers, by working with schools to increase sensitivity of the teachers to the problems of minority group students, by publicizing the necessity of teaching Black and Hispano History; urging more equitable treatment of minority group college and university students as well as of the students in the public schools.

With employers, there has been considerable concern over the use of psychological tests (especially Otis and Wonderlic intelligence tests) to screen out otherwise qualified minority group employees. January 19, 1968, the Commission adopted a policy on the use of psychological tests. (See Policy Statement at the end of chapter.)

The problems of de facto segregation and other inequities which exist in public schools throughout the State have led the Commission to take a posture opposing de facto segregation. (See Policy Statement at the end of the chapter.)

During November, 1968, the Commission made a special study of the Gilberts' Report, "Planning Quality Education-- A Proposal for Integrating the Denver Public Schools"--and decided that the Gilberts' proposal would not adequately integrate the schools of Denver. Gerald Quiat presented a statement at the School Board Hearings in November indicating that "The Colorado Civil Rights Commission is dedicated to the necessity of ending de facto segregation in education wherever it may exist. It wishes to go on record recommending that a plan for successful integration of the Denver Public Schools must go beyond the present Gilberts' proposal and must include the integration of the elementary schools and result in quality education for all children."

1. Policy on Public Accommodations

- (a) The definition of "public accommodation" was extended to cover those types of public accommodations that did not exist in 1895. Examples include health clubs, riding stables, nursery schools, dancing studios, public air terminals, ski resorts, dude ranches, etc. The interpretation of "all persons" was defined to include discriminatory acts committed because of a person's age or sex, in addition to the Commission's traditional interpretation of discrimination based on a person's race, creed, color, national origin or ancestry.
- (b) The Policy that a Public School is a Place of Public Accommodation was adopted. This policy stated further that every effort will be made under its powers and authority to correct discriminatory situations in the public schools.

2. A Position Statement on the Gilberts' Report

"PLANNING QUALITY EDUCATION--A Proposal for Integrating the Denver Public Schools"

The Colorado Civil Rights Commission is dedicated to the necessity of ending de facto segregation in education wherever it may exist. It wishes hence to go on record recommending a plan for successful integration of the Denver Public Schools which will go beyond the present proposal in the following aspects:

1. The problem of quality-integrated education must be separated from plans for bond issues and must be implemented immediately.
2. A plan for creating a meaningful racial balance in all schools of the district must be implemented with the greatest possible speed.

3. Policy Statement of the Colorado Civil Rights Commission
on the Use of Psychological Tests

Being concerned with the increasing use of tests as a sophisticated and sometimes inadvertent means of discriminating in the selection of minority persons for employment, admission to apprenticeship training programs, on-the-job training, vocational schools, and other areas having to do with training an individual to earn a living, the Commission hereby establishes the following policy on the use of tests by employers, employment agencies, labor unions, joint apprenticeship committees, vocational schools and all other agencies engaged in the selection or referral of employees or other persons for employment or job training programs:

I. TESTS AS A CONDITION FOR EMPLOYMENT OR PROMOTION

That the employer or other person who uses tests as a precondition for acceptance into any of the above and/or for the promotion of any employee, should follow the testing policies outlined below:

A. VALIDITY AND RELIABILITY:

1. The tests must have been validated and the reliability determined within a period of time of not more than ten years prior to their use by the employer.
2. The tests must have been validated against actual on-the-job performance of the type expected of the potential employee, trainee or other person seeking employment, job training, promotion or other training included under the Anti-Discrimination Act of 1957.

The test norms or cut-off points used must have been developed for the purpose for which they are being used e.g., test norms must have been obtained on a group of auto mechanics if they are used in selecting auto mechanics and not on some other group such as college physics students.

3. The reliability and validity of the tests should have been established from a sample of the population of individuals actually engaged in the work for which the test is used. If minority groups could reasonably be expected to be included in the group which would apply for the position to be tested, they must have been included in the sample on whom the test was validated.

B. CCNDITIONS OF TEST ADMINISTRATION:

The test used must be administered in a uniform manner, place, and condition to all applicants by personnel skilled not only in the technical details of testing and grading but skilled also in establishing the proper conditions for test-taking. In addition to quiet surroundings this should include assuring that the instructions are understood and that there is considerate, polite treatment of all applicants.

II. TOTAL PERSONNEL ASSESSMENT:

Test scores should not be the sole criterion for the acceptance or rejection of any employee or applicant, but that the selection be based on an overall assessment based on the applicant's education, training, experience, performance, and the actual requirements of the specific job.

III. RETESTING:

Mindful of the special problems of minorities, employers shall provide an opportunity for retesting applicants who have not previously qualified but who subsequently have availed themselves of more training or experience for a particular postion.

IV. TESTING GUIDELINES:

Employers and others using tests as selection instruments are urged to follow the Guidelines on Employment Testing Procedures issued by the Equal Employment Opportunity Commission, 1800 G Street, N. W., Washington, D. C. 20506. The Colorado Civil Rights Commission has a limited number available at the Commission office.

V. COMMISSION PROVIDES ASSISTANCE:

The Colorado Civil Rights Commission will provide assistance to employers in conforming with this policy.

January 19, 1968

4. GENERAL REGULATION NUMBER FIVE: Places of Public Accommodation as defined in Chapter 25, C.R.S. 1963 or Persons as defined in the Colorado Fair Housing Act of 1959, C.R.S. 1963 as amended in 1965, Chapter 69, Article 7 (c) shall exclude the accommodations, advantages or privileges of corporations, or associations of individuals organized in good faith for social, recreational, benevolent, charitable, fraternal, political, patriotic or athletic purposes, membership in which entails the payment of regular dues and/or initiation fees, and in which there exists a regularly established means of self-government by the members thereof clearly set forth in a constitution and/or by-laws adopted by the membership, as well as a regularly established means of and criteria for admitting members, or for expulsion of members by the existing membership, or by their duly elected or appointed delegates; except where application for exemption has been made to the Commission and specifically granted by the Commission, this exclusion shall not apply to any establishment, corporation or association which is operated, directly or indirectly, for purposes of profit for any individual or group of individuals or in which effective control or ownership of accommodations, advantages, facilities or privileges is vested in a proprietary firm, individual or group of individuals; and that to qualify for exclusion under this regulation such association or club must be capable of qualifying under section 501 (a) of the U. S. Internal Revenue Code of 1954 as being tax exempt.

CHAPTER IV

COMPLAINT HANDLING (Investigation and Enforcement)

Complaint handling has consumed the greater part of the efforts of the Commission. The Research and Education Director has always assisted with complaint handling when there has been an overload of complaints. Only since January 1, 1969, has she been released from complaint handling. For a record of the numbers of complaints and disposition of these, refer to Appendix I (c), Tables 1 and 2. It will be noted that the number of complaints handled in 1967 - 1968 almost doubled (88% increase) from a total of 241 formal complaints in 1966 - 1967 to 452 formal complaints in 1967 - 1968. The greatest increase was in employment complaints from 175 to 342--an increase of 95%. There was also a doubling or two-fold increase in public accommodations complaints. The number of cases has continued to increase 1968 - 1969. See Tables I (d).

A. How a Complaint is Processed

Any person who believes that he has been discriminated against because of race, creed, color, national origin or ancestry (and in some instances, sex) may file a complaint with the Commission. It is recommended that he do this in person to a Civil Rights Specialist with the Commission. If an individual is unable to come into a Commission office, a Specialist will be sent out anywhere in the State to interview him and take his complaint. The Commission has a formal complaint form to be used by the Specialists and an informal complaint form for persons who wish to send in preliminary information to the office. The complaint should be notarized (the Commission staff are notaries).

The complaint is usually phrased in the language of the law and cites the sections of the laws which are involved.

The Specialist making the initial interview will ask the complainant to provide him with all the names, facts, places and times to the best of his knowledge.

Following the initial interview, the case is assigned to a Civil Rights Specialist who will be the investigator for the case. The investigator visits the Respondent (the person against whom the complaint is filed--there may be more than one Respondent) to serve him with a copy of the complaint and to obtain his explanation of the charge. The investigator follows-up on any significant leads recommended to him by either the respondent or the complainant; he may also subpoena records from the Respondent as material evidence. When the investigator has obtained the available evidence, he writes a memorandum which is submitted with his recommendations and summary of the case to the Director or Assistant Director. The Director either makes a determination of probable cause and his recommendations for the settlement of the case, or he may dismiss the case for lack of probable cause of discrimination. When the respondent is willing to settle the case in a conference with a minimum of difficulty, the case may be "closed by conference" with a designation of "probable cause" or "no probable cause." Where the case involves the payment of money or a promise to re-hire or rental of an apartment by a certain date, a conciliation agreement stating precisely the terms agreed upon, may be drawn up and signed by all parties, complainant, respondent and the Director.

If probable cause of discrimination has been found and no amicable agreement can be reached by conference, conciliation or persuasion, a Notice to Answer will be served upon the Respondent. This may induce him to come to an agreement at this stage. If no agreement is reached after the Notice to Answer, then a Notice of Hearing will be served. The Respondent may agree to conciliate at any stage of the proceedings. If he does not conciliate, the case will go to a public hearing before the Commissioners. The hearing is conducted along quasi-judicial procedures with the Respondent usually represented by an attorney and the Complainant represented by the Commission's Assistant Attorney General.

The findings and the orders of the Commission following a hearing are enforceable in District Court. If the case is a housing case, it may be necessary to go to court early in the proceedings to obtain a restraining order and an injunction preventing the owner or manager of the property from selling or renting the property during the investigation of the case. The details of the procedures will be found in the Commission booklet of Laws, Rules and Regulations of the Colorado Civil Rights Commission 1968 and in the Handbook for Civil Rights Specialists.

The Commission Specialists are trained in the detection of the subtle forms of discrimination and the ways in which this may be carried out by employers or landlords. One of the basic criteria used to determine whether or not discrimination has occurred is to determine whether or not the complainant has received differential treatment (i.e. different treatment) from that of majority group individuals. Alternatively, the question may be asked, "Would the complainant have been treated in the same way if he had been an Anglo?" This is an especially important question in cases dealing with interracial dating, marriage or friends. Other bases for determining discrimination may lie in the hiring or promotional pattern. An examination is made of the Respondent's employment patterns of minority group persons. If all of the minority group employees are in the lowest paying jobs or if the Respondent has very few minority group employees, this may be sufficient evidence for finding probable cause. If an employer gives a minority group employee differential treatment because he filed a Civil Rights complaint, this is considered prima facie evidence for probable cause of discrimination.

Now let us look at a few representative cases which were encountered during the last two years.

B. Sample Cases

AN EMPLOYMENT CASE

Two Hispano sisters filed complaints with the Commission against a company for discharging them from their positions as receptionist-secretary and clerk respectively. The girls' mother signed the complaints because the sisters were under 21.

The older sister was hired first as a part-time employee while she was still in high school at \$1.25 an hour. After she graduated from high school in 1967, she was employed full-time. The first summer she was promoted to Billing Clerk at \$1.60, and the following April became secretary-receptionist at \$1.70 per hour. In June she and her sister went on a five day vacation to which they were entitled. Upon their return both girls were discharged and replaced by Anglo employees.

The company's Denver office has 23 employees including one Negro, two Spanish-American, one Filipino, one Hungarian and one Jewish.

The older sister had worked part-time for the Company for about 8 months and full-time for one year. She had received two promotions and had never had any complaints about her work. The other co-workers stated that she was a good worker and shouldn't have been fired. The younger sister had been told that she would be employed full-time after graduation. Co-workers said she was quick to learn and did her work and shouldn't have been fired either.

The employers said the sisters were too immature to perform the work adequately. They claimed that they didn't stay at their desks, giggled over the phone and left pop bottles on their desks. The supervisors claimed that they had counseled them. A new manager had been transferred to the office in April because the company was losing money. He had terminated two Anglo clerks in May.

Although probable cause was not established by the Director, it was recommended that a conciliation meeting be held. It was pointed out that the girls had been treated

arbitrarily and that this treatment might not have occurred if the girls had not been Hispano. In particular, the Supervisor was annoyed with the girls for taking their vacations at the same time although he had given his approval. He felt that they should have been more submissive to his wishes.

After discussions between the Commission's Assistant Attorney General and the Company Attorney, back pay was computed for the girls for the time they were out of work, and the company agreed to pay half of the back pay owed. One girl was owed \$511 and the other \$362. Meanwhile, the girls had found other work and did not wish to go back to the company. The complainants agreed to accept half of the back pay.

EMPLOYMENT CASE II -- A case of a "natural" hair style.

A young man, who was employed as a Passenger Service Agent with one of the airlines, was laid off because of the modified "natural" hair style which he wore. The young man had worn the same hair style when employed by the same airline in another city.

The airline denied any discrimination explaining that the complainant was in violation of the company rules and regulations on grooming standards.

A union hearing was held prior to the intervention of the Commission. At the hearing the company was upheld, but the representative for the complainant was his supervisor, who had filed the original complaint about the hair style."

During the course of the Commission's investigation information was revealed that indicated that the Denver branch of the airline was probably really more concerned about the fact that the complainant was dating some of the white stewardesses. The company had used the "hair style" tactic to either harass or forced the complainant to quit. It was also found that the policy concerning "natural" hair styles was not uniformly enforced. As a result of the investigation probable cause was found, and a conciliation conference held.

A conciliation was reached which involved the rehiring of the complainant and the payment of a portion of the back pay due him and the opportunity to take a test for promotion to Senior Agent which had been denied him because of his suspension.

HOUSING CASE I

A Negro man and his wife looked at an apartment and left an application form for the apartment. The manager did not inform them that the apartment house management firm required a \$75 deposit before an application would be approved. The application form asked for place of employment, present address and length of time at that residence, three credit references and salary. After the complaint was filed, a white staff member of the Commission went to determine the availability of the apartment and was informed of the \$75 deposit, which was required. She was not told that it was required for processing of the application.

After the complainants sent in the deposit, their application was accepted. The complainants moved into the apartment. Information obtained during the investigation indicated that a \$75 deposit is not required of all applicants for rental at that address. It appeared that only minority persons were required to make this kind of deposit.

The Commission interprets this as a very convenient system of excluding "undesirables" and is a form of systemic discrimination.

HOUSING CASE II

Although an apartment vacancy was advertised, when two Negro men went by and asked to be shown the apartment, the manager said that he was moving to the larger apartment and the smaller one was for rent. The men were asked to fill out an application form and make a deposit. When they returned, they talked with the manager's wife and a representative from the realty company. The representative from the company said that five other people were under consideration for the apartment, and they would return his check. Finally, the day when the complainant expected to move in with his furniture, he was told that there was some information which should have been read to him specifying that the company would have to check on his employment, character, credit rating and personal references.

The complainant is a certified public accountant and has been an executive with a leading magazine. He was told that he could expedite things through the Credit Bureau. The complainant, in addition, is immaculate and neatly groomed and dressed.

The Commission has investigated other cases against this company which have followed the same pattern: (1) accepting a deposit, (2) putting up a No Vacancy sign after an "experience" with a Negro applicant, (3) withholding approval until a credit check has been made, (4) in previous cases the records indicated that employment checks were done on all applicants but credit checks only on minority applicants--in this case the records indicated credit checks on all applicants, (5) claimed that the complainant was an outside "Communist agitator" and was not sincere in seeking the apartment to rent. In spite of the numerous barriers set up by the realty company with the investigator, the Commission assisted the complainant in obtaining the apartment. Probable cause of discrimination was determined, and the case was closed by conference.

SCHOOL CASE FILED UNDER THE
PUBLIC ACCOMMODATIONS STATUTE

A Hispano youth was excluded from his senior year in high school and charged with starting a fight with a 250 lb. coach. The fight originated when the coach ordered the student to clean up someone else's "mess" in the school cafeteria after an Anglo student had refused to do it. After the student had been taken to the principal's office, he walked away from the school, and the assistant principal and a policeman went to look for him. They found him at home. The school excluded him for the rest of the semester. Both the youth and his mother wanted him to finish high school. They felt that he would not have been treated so harshly by the coach or the assistant principal if he had not been Hispano.

The student was on probation and had been showing progress and promise during the current school year. A meeting was held with the probation officer, the public defender, the mother and a representative of the Civil Rights Commission. At the meeting, it was decided to allow the young man to return to school.

Probable cause was not found in the case, but it was felt that the Commission helped towards the solution of a situation which otherwise might have resulted in another Hispano school dropout and a further delinquency record. The public defender and the probation officer were helpful in resolving the case.

A HEALTH CLUB DISCRIMINATES

In 1965 the Commission passed Regulation No. 5 (Chapter III) which defines a bona fide Club. The Commission has received many reports of discrimination by Health Clubs, but in previous years had not considered them under their jurisdiction. With the extended interpretation of the coverage of the Public Accommodations Act in 1967 health clubs were included.

A Commissioner had filed a complaint against one of the health clubs in September of 1968 when Mrs. M. (Negro) filed a complaint against the same Health Club. Mrs. M. had responded to a newspaper advertisement offering 20 visits for \$9.95. She made arrangements by telephone, but when she arrived at the club, one of the girls offered to show her the equipment but actually took her to a conference room where she was interviewed. She was asked how she found out about the offer and was told that the man with whom she spoke on the phone was new and hadn't known the classes were filled when he registered her by mistake.

Mrs. M.'s case was tested by a Commission staff member who was able to register by phone for the same classes and was able to verify her registration in person the next day. Mrs. M. was then offered a membership for regular classes requiring a \$60 entrance fee. Mrs. M. was then told that she had registered for men's day. They would not reply to a question about other Negro registrants.

A Negro staff member from the Commission visited the club the following day. She was asked if she were 21 (she is young) and shown a sign that said "no children under 21 admitted."

A Negro Civil Rights Specialist went to the club and was treated politely, but at the last minute was told that they couldn't take his check until his application was "cleared." Still another Specialist was told that they hadn't any Negro members and was abruptly ushered out.

A Conciliation conference was held with the attorney and the President of the Club at which it was agreed to offer Mrs. M. the \$9.95 special, and the Assistant Director (Negro) was invited to join. The manager said that other Negroes were welcome and expressed interest in a sensitivity program. When the Education Director contacted the club to arrange for a sensitivity program, she was referred to their attorney who was out of town.

After Mrs. M. started to attend the classes, she ran into further scheduling troubles, and no one would accept her membership. They finally accepted \$9.95 and allowed her to come in when she wished to. She was satisfied with the results of the conciliation. The case was closed by conference.

C. Analysis of Cases

Complete tables for the analysis of cases are given in Appendix I (a) (1965-66), I (b) (1966-67) and I (c) (1967-68). The tables are relatively self-explanatory. A summary of cases filed since the establishment of the Commission is given in Table I (c). The summary table of disposition of cases is given in Table 2 (c). For the more detailed analysis, refer to Appendix I (a) (b) (c).

In summary, the total number of complaints increased considerably after the Civil Rights Act of 1964 was passed and even more acutely during the latter half of 1967-68. (See Figure 5.) Most of the increase was in the number of employment complaints filed. Most of these employment complaints were filed with this Commission first and only referred to the Equal Employment Opportunity Commission after the Colorado Commission had completed the investigation and closed the case. The reason for the rapid increase is not known but may be an effect of the publicity given to Civil Rights throughout the country combined with the opening of branch offices both in target poverty areas of Denver and in other locations throughout the State as described earlier.

FIGURE 5
Number of Formal Complaints filed annually
1951-1969

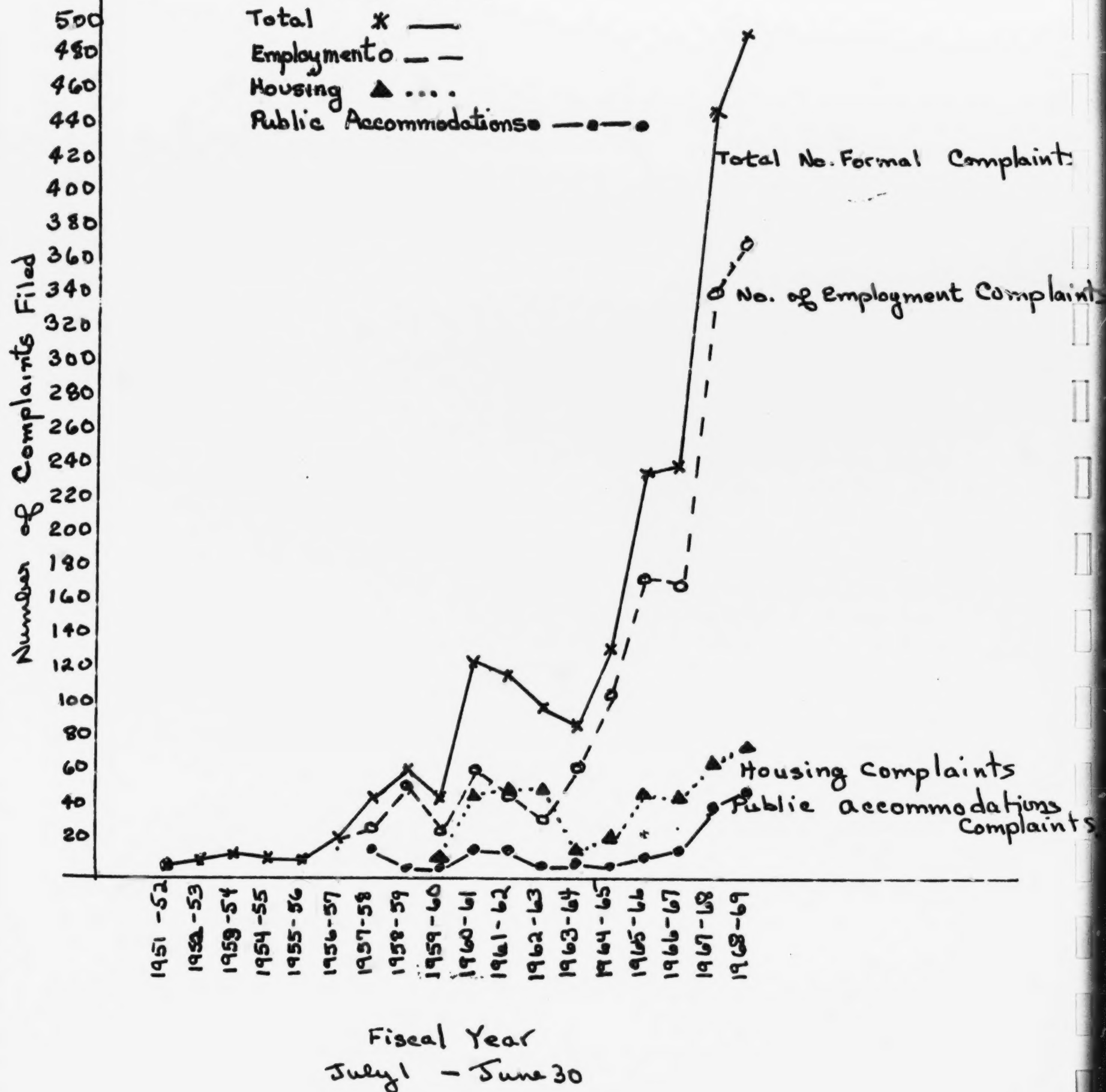
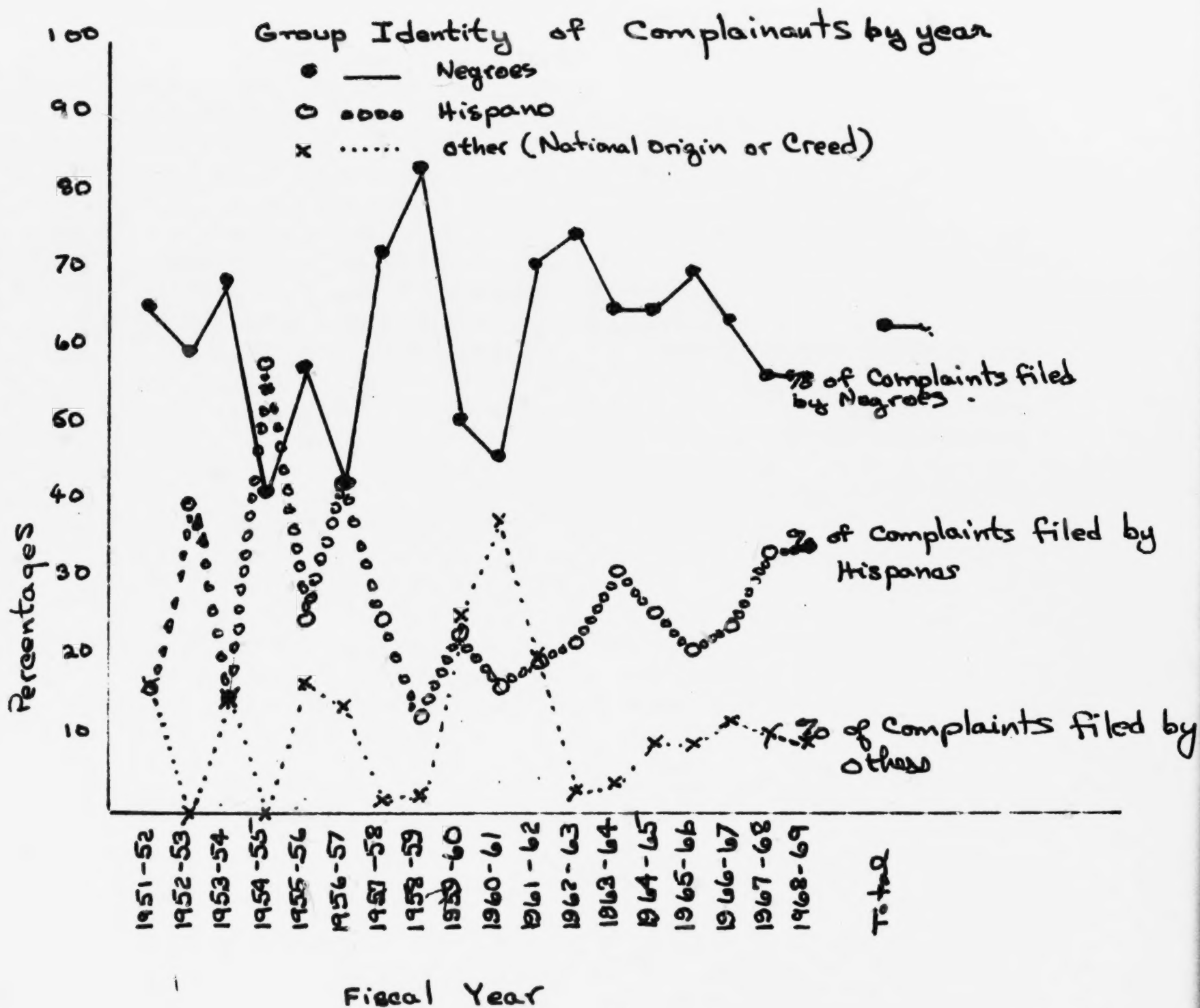


FIGURE 6



We do not know why we receive far fewer housing complaints than employment complaints except by projecting the opinions expressed by some complainants who said that they really don't wish to live someplace where they aren't wanted, whereas employment is necessary for a man's livelihood. Usually the complainant in an employment case is much more emotionally involved with the complaint than the complainant in a housing or public accommodations case. Consequently, the employment cases are more complex and time consuming.

Figure 6 portrays the group identity of the complainants. In all but two of the early years of the Commission, Negroes have filed a majority of complaints. Over the sixteen year period, the percentage of complaints filed by Negroes averages 63%, by Hispanos 25% and Others 12%. There are more than three times as many Hispanos in Colorado than Negroes, but Hispanos do not file as many complaints. The reasons for the difference in complaint filing by the two primary minority groups have not been investigated in depth. It is suggested that basic to the Hispanic culture in the Southwest is a distrust of the Anglo-dominated government and many of its branches. The Hispano does not think government intends to do anything for him so he asks "What good will it do?" As a result, certain myths are circulated throughout the Hispano community. These include:

- a. Myth: "You don't have any Hispanos on your staff."
 Truth: The Commission has five Hispano professionals and three in clerical positions.

- b. Myth: "It costs you money."
 Truth: There are no charges for the complainant in any Commission-handled complaint. (exception: bond must be posted for an injunction in a housing case--rarely needed.)

- c. Myth: "Nobody cares about the 'little guy'. "
 Truth: The Commission's primary concern is to help the complainant.

TABLE 5

COMPLAINT STATISTICS ON ANNUAL BASIS

[Years represented are either fiscal 1967 or calendar 1966 depending on agencies own statistical year]

	(12) TOTAL COMPLAINTS	(13) AGENCY INITIATED	(14) ORIGINATING IN STATE	(15) EEOC DEFERRALS NO. %		(16) CONCILIATED	(17) WITHDRAWN, DISMISSED, NO PROBABLE CAUSE ETC.	(18) HEARINGS AND TRIALS	H E A R I N G	(18) HEARINGS AND TRIALS				
										U P H E A R I N G	D I S M I S S	C O U R T	U P H E A R I N G	D I S M I S S
ALASKA	12	0	10	2	16	5	6	0	0	0	0	0	0	0
ARIZONA	37	X	37	X	X	10	28	2	1	1	1	1	0	0
CALIFORNIA	830	8/	699	131	15	166	670	1	1	0	0	0	0	0
COLORADO	221	1	175	46	20	77	105	1	0	1	0	0	0	0
CONNECTICUT	91	0	74	17	18	31	60	0	0	0	0	0	0	0
DELAWARE	13	X	8	5	38	6	6	0	0	0	0	0	0	0
DISTRICT OF COLUMBIA	130	X	72	58	44	15	97	0	0	1	0	1	0	0
HAWAII	7	0	6	1	14	3	4	0	0	0	0	0	0	0
ILLINOIS	325	X	187	138	42	41	240	3	1	0	0	0	0	0
INDIANA	122	X	66	56	45	13	77	12/	3	0	0	0	0	0
IOWA	50	3	40	10	20	4	28	12/	1	0	0	0	0	0
KANSAS	81	X	60	21	25	23	9	0	0	1	0	1	0	0
KENTUCKY	50	1	40	10	20	9	11	0	0	0	0	0	0	0
MARYLAND	130	X	86	44	33	53	67	0	0	0	0	4	0	0
MASSACHUSETTS	5/ 241	17	197	44	18	161	70	1	1	0	0	0	0	0
MICHIGAN	852	0	796	56	6	100	364	2	2	0	0	0	0	0
MINNESOTA	149	7	143	6	4	86	58	0	0	0	0	0	0	0
MISSOURI	281	11	84	197	70	56	29	0	0	0	0	0	0	0
NEBRASKA	35	X	30	5	14	1	4	12/	1	0	0	0	0	0
NEVADA	67	X	45	22	32	13	19	0	0	0	0	0	0	0
NEW JERSEY	360	40	328	32	8	73	252	15	0	0	0	0	0	0
NEW MEXICO	104	0	50	54	51	11	17	1	0	0	0	1	1	0
NEW YORK	740	0	610	130	17	70	566	12/	13	9	2	2	2	0
OHIO	629	89	540	89	14	29	658	2	0	0	1	0	0	0
OKLAHOMA	20	0	20	X	X	19	0	1	0	0	0	0	0	0
OREGON	71	X	44	27	36	29	23	1	1	0	0	0	0	0
PENNSYLVANIA	297	93	264	33	11	89	215	2	1	1	1	0	0	0
PHILADELPHIA	188	6	178	10	5	34	113	6	0	0	0	0	0	0
PITTSBURGH	40	4	35	5	12	15	25	0	0	0	0	0	0	0
RHODE ISLAND	5	0	5	0	0	0	4	0	0	0	0	0	0	0
UTAH	6/ 102	X	100	2	2	60	22	0	0	0	0	0	0	0
WASHINGTON	121	0	77	44	36	46	75	1	0	0	0	0	0	0
WEST VIRGINIA	40	0	30	10	25	10	5	0	0	0	0	0	0	0
WISCONSIN	119	1	110	9	7	17	41	13/	9	0	0	0	0	0
WYOMING	3	0	3	0	0	0	3	0	0	0	0	0	0	0
TOTAL OR AVERAGE	6,551	273	5,239	1,312		1,375	3,971	60	19	6	10	3	2	2

5/ All Massachusetts statistics include 52 conciliated complaints of sex discrimination against 1 respondent. This is counted as one case for hearings column.
 6/ Utah counts by respondent rather than complainant. Most multiple complaints were in the "informal" category which takes only one-half the time of a formal complaint. On the assumption that the time factor and multiple complaints cancel one another out, the figures have been left by respondent.
 7/ Complaint figures adjusted for 1967 on basis of 3 months in 1968 experience.
 8/ Docketed complaints only.
 9/ Complaints adjusted upward 10% for multiple changes against same respondent.
 10/ Kansas given power to issue Commissioners Complaints only as of 7/1/67.
 11/ 56 deferrals returned to EEOC because state couldn't process them.
 12/ Some conciliated before hearing.
 13/ 6 same respondent.

Table 6

FY 1967 or CALENDAR YEAR 1966 BUDGET

	(19) TOTAL	(20) EMPLOYMENT ONLY	(21) EMPLOYMENT BUDGET FOR ENFORCEMENT	(22) \$ PER COMPLAINT	(23) \$ PER CONCILIATION	(24) STAFF TOTAL F.R.	(25) FIELD REPRESENTATIVES (EMPLOYMENT ONLY)	(26) COMPLAINTS PER F.R.	(27) CONCILIATIONS PER F.R.	(28) ADDITIONAL F.R.'s NEEDED	(29) MONTHLY LOAD PER F.R. COMPLAINTS CONCILIATIONS
ALASKA	40,000	32,000	10,240	853	2,048	3	1	12.6	5.0	2	1.0
ARIZONA	40,000	30,000	22,500	1,608	2,225	4	2-1/5	21.8	5.9	7	1.8
CALIFORNIA	700,000	560,000	476,000	573	2,867	53	25	41.5	8.3	0	3.5
COLORADO	124,325	87,028	52,217	236	678	16	8	39.5	13.7	2	3.3
CONNECTICUT	217,451	108,726	92,417	1,015	2,981	33	10	18.2	6.2	5	1.5
DELAWARE	12,780	12,780	11,502	885	1,917	4	1	13.0	6.0	0	1.1
DISTRICT OF COLUMBIA	73,000	21,900	18,615	143	1,241	5	2	130.0	15.0	0	10.8
HAWAII	11,553	11,553	11,553	1,650	3,851	2	1	7.0	3.0	1	1.5
ILLINOIS	98,750	98,750	96,775	297	2,360	11	5	65.0	8.0	3	5.4
INDIANA	77,000	25,410	19,058	156	1,466	14	5	61.0	6.5	0	5.1
IOWA	31,900	25,950	11,165	223	2,791	7	3	33.3	2.6	3	2.3
KANSAS	84,000	71,400	57,120	705	2,483	11	5	18.8	1.9	5	1.6
KENTUCKY	159,000	111,300	77,910	1,558	8,656	20	7	10.2	1.8	3	1.5
MARYLAND	76,517	38,259	19,130	147	360	12	5	52.0	21.2	4	4.3
MASSACHUSETTS	186,000	111,600	100,440	417	623	22	10	40.2	26.8	4	3.4
MICHIGAN	943,700	566,220	509,598	598	5,095	120	34	41.8	4.9	12	3.5
MINNESOTA	79,364	23,809	20,238	135	235	18	8	62.1	39.1	5	5.2
MISSOURI	217,746	174,197	165,487	588	2,955	26	12	29.3	5.8	7	2.4
NEBRASKA	61,000	63,000	47,250	1,350	47,250	3	1	35.0	1.0	3	2.9
NEVADA	18,386	14,709	8,825	131	679	4	1 1/2	55.8	10.8	2	4.7
NEW JERSEY	298,000	134,100	107,280	298	1,470	43	19	41.9	8.5	15	3.5
NEW MEXICO	19,495	19,495	17,546	168	1,595	3	2	52.0	5.5	2	4.3
NEW YORK	1,989,000	656,370	492,278	665	7,033	225	60	37.0	3.5	0	3.1
OHIO	302,419	196,572	157,258	250	5,422	39	17	56.6	2.6	2	4.7
OKLAHOMA	15,000	15,000	1,500	75	79	3	1	20.0	19.0	1	1.7
OREGON	50,000	32,842	6,568	90	266	8	4	33.2	13.2	4	2.7
PENNSYLVANIA	794,690	437,080	305,956	1,030	3,438	89	45	11.9	3.5	2	1.9
PHILADELPHIA	447,379	178,952	89,476	476	2,632	57	29	18.8	3.4	8	2.5
PITTSBURGH	106,651	42,660	34,128	853	2,275	20	5	20.0	7.5	4	1.7
RHODE ISLAND	53,877	17,779	1,778	355	-	6	3	5.0	0	1	1.4
UTAH	25,000	25,000	22,500	122	208	3	2	51.0	30.0	7	4.3
WASHINGTON	93,334	61,600	38,470	317	836	17	7	26.3	10.0	2	2.2
WEST VIRGINIA	78,000	25,740	6,435	161	643	8	4	30.8	7.7	1	2.6
WISCONSIN	102,586	76,940	38,470	323	2,262	10	5	32.2	4.6	1	2.2
WYOMING	2,000	2,000	2,000	667	-	0	0	0	0	1	-
TOTAL OR AVERAGE	8,341,625	4,100,721	3,140,263	479	2,283	919	350	34.3	7.9	123	2.9
											.66

14/ Returned part of budget to state.

Other reasons why the Hispanos do not file as many complaints may be that the Hispano tends to be individualistic and feels that he can take care of his own problems. In addition, the fact that Hispanos are assimilating into the white middle class society faster than the Negro and that those who "make it" don't see the problems and tend to leave the problems behind them may play a part in the attitude of the Hispano. The statistics indicate a need to explore the problem in greater depth in order to develop more effective methods of reaching those Hispanos who need the Commission the most.

A project undertaken by Zubrow, Kendall, Miller and Burgess for the City and County of Denver indicates that the Negroes are moving out of the poverty target areas whereas the percentage of Hispanos is increasing in the poverty areas. The statistics also indicate that discrimination in the employment of minority group workers is one of the causes of unemployment and underemployment.

Among the questions frequently asked is how effective are your laws, and how effective is the Commission? This is a difficult question to answer, but one aspect of the answer may be given by comparing the number of cases handled with those from other Commissions. (See Tables 5 and 6.) On employment cases, these figures compiled by EEOC for 1966-67 indicated 221 total number of complaints with 77 conciliated and 105 dismissed. The only other states with higher number of complaints are much larger in population: California, Illinois, Massachusetts, Michigan, Missouri, New Jersey, New York, Ohio and Pennsylvania. The proportion of complaints conciliated was much less for all of these states except Massachusetts. In this respect Colorado ranks high among the states in the number of complaints handled and compares in actual number with those from states far more populous than Colorado. Table 6 gives costs per complaint and costs per conciliation. Colorado's is listed at \$236 per complaint and \$678 per conciliation. Those States with lower costs per complaint do not have as strong enforcement powers or laws as Colorado has.

Another criterion of performance is found in the disposition of cases. See Table 6 and Appendix Tables 1a-3, 1a-5, 1b-3 and 1c-3. In general, it might be deduced that the fewer the cases which are dismissed and the more cases in which a favorable adjustment is obtained the more effective the Commission is in satisfying complainants and in getting to the roots of discrimination. To improve the services offered to the complainant it was decided in 1965 that cases could be "closed by conference" when complaints were settled by an informal conference with the respondent. Such complaints did not necessarily include a finding of probable cause, and the statistics do not reveal whether or not probable cause was found. (Currently the statistics are being collected for "probable cause" and "no probable cause" cases and will be available in future reports.) The statistics on disposition of cases indicate the following trend:

For Employment Cases the percentage of Dismissed cases has dropped during the last two years:

	% of Cases Dismissed
1964-65	53%
1965-66	56%
1966-67	38%
1967-68	42%

The percentage of cases "Closed by Conference", "Conciliated" or taken to hearing has increased:

1964-65	21%
1965-66	35%
1966-67	34%
1967-68	34%

The housing cases are usually more clear-cut than the employment cases. This is indicated by the following statistics:

Disposition of Housing Cases

Year	% Dismissed	%settled by conference conciliation or hearing
1964-65	28%	60%
1965-66	36%	52%
1966-67	28%	52%
1967-68	28%	65%

To settle a public accommodations case is not very satisfying to the complainant or the Commission because all that can be obtained is a Cease and Desist Order. The statistics on Public Accommodations cases are:

Disposition of Public Accommodations Cases			
Year	No. of Cases	% Dismissed	% Settled by Conference, Conciliation or hearing
1965-66	12	33%	25%
1966-67	17	29%	53%
1967-68	41	34%	58%

Location of Complaints - See Appendix I, Tables 1a-8, 1b-4 and 1c-4.

The majority of cases continue to come from the Denver Metropolitan area as indicated by the Tables, but there has been some increase in the Alamosa area since the opening of the office there.

Who are the Complainants for Employment Cases? See Appendix I, Tables 1b-9 and 1c-9.

The complainants come primarily from the following classifications: Clerical, Service, Operators and Skilled Workers which indicates that the Commission is reaching the lower income minority group person who suffers most drastically from discrimination.

Who are the Respondents? Tables 1a-8, 1c-8 indicate that for employment respondents are employers of the following areas: 1. Manufacturing, 2. Wholesale and retail trade, 3. Transportation, Communication and Public Utilities, 4. Governmental and non-profit organizations. There are also some complaints against labor unions and employment agencies.

What are the Allegations? Employment: Tables 1b-5 and 1c-5 indicate that the majority of the allegations in employment cases are concerned with (1) discrimination in hiring, (2) discharging or forced resignation and (3) in compensation or the denial of equal terms, conditions or privileges of employment.

In the Housing Cases: See Tables 1b-6 and 1c-6.
What type of housing is involved? Sixty percent of the cases involve discrimination in showing, renting or denial of equal terms, conditions or privileges in renting apartments. Thirty percent of the cases involve refusal to rent houses.

In Public Accommodations (see Tables 1b-7 and 1c-7) the complainant has usually been denied full and equal privileges and facilities and these are primarily in bars, cocktail lounges and restaurants.

Analysis of 1968-69 complaints is given in statistical tables in Appendix I (d). Several trends may be noted:

- a. A few more Hispanos have filed complaints--a trend towards a larger number of Hispano complainants.
- b. Hearings were held on cases in five geographical locations Denver, Golden, Colorado Springs, Pueblo, and Las Animas.
- c. A wider spread of group identity covering Negro, Hispano, Oriental, Creed, national origin, and sex.
- d. More complaints were filed through the Alamosa office.. indicating that a need existed in the area, but that confidence had to be established in the Commission before its help would be sought.

CHAPTER V

REPORT FROM THE ASSISTANT ATTORNEY GENERAL

A. Attorney General's Decisions and Opinions

(1) Record-keeping pertaining to race, creed, color and national origin or ancestry in regard to statistical studies on the effectiveness of various employment procedures by the State Department of Employment. February 23, 1968

Opinion: "Taking into consideration the beneficial purposes of the request, it is my opinion that the Department could supply as statistical information to the Federal Government, the number of minority people who are involved in various Department of Employment testing and educational programs and also the number of minority people whom the Department of Employment service for employment, without violating the statute, if and only if, the information were gathered in the following manner:

The information can be obtained by the Department on a separate sheet of paper, not an application or other permanent record of the Department, insofar as its particular programs are concerned, without any names designated or placed on such piece of paper, and such information should be gleaned by visual information without any oral or other inquiry of the applicant, claimant, or participating individual. The information acquired as set forth above, could then be made available to the Federal Government in a form not identifiable with any specific person or individual, but would merely be a compilation of statistical information.

None of the information so gathered should under any circumstances be used as a basis for the application for employment of any individual whatsoever.

(2) November 1, 1967: For Dr. H. Grant Vest, Trustees of the State Colleges concerning compiling information concerning the racial and religious composition of their student bodies.

Opinion: A statistical compilation would not constitute any distinction or classification of the students on account of race or color.

(3) Listing Fair Housing landlords by Colorado State University.

July 3, 1968 - Attorney General Duke Dunbar declared that it is not unlawful, under the Colorado Fair Housing Act of 1959, for Colorado State University to keep a list of landlords who provide off-campus housing for students who agree to comply with the Fair Housing Act together with a list of the landlords who refuse to respond to such inquiry or who have stated they will refuse to comply with the law. In fact, the Attorney General suggested that the University may not only elect to keep such a list, but may very well be required to do so. For if the University in any way acts as a referral agent for the housing furnished to students, it could be held responsible for aiding, abetting, or indirectly attempting to commit an act of discrimination. The maintenance of such a list is in accordance with the provision of Colorado's Fair Housing Act of 1959.

(4) Testing for Discrimination

Opinion: The Assistant Attorney General, at the request of the Civil Rights Commission, issued an opinion on whether or not "testing" of an allegation of discrimination by sending a White or Anglo out to either a housing unit, an employer or a place of Public Accommodation to check on the truth of the allegations is "entrapment." It was the Attorney General's opinion that this does not constitute "entrapment" because the discriminatory act has taken place before the "tester" entered the situation.

Policy: Following this opinion, the Commission decided to permit "testing" after a complaint had been filed and with the permission of the Director or a Commissioner.

B. Hearings Before the Colorado Civil Rights Commission

For a summary of Hearings and Court appearances refer to Tables 10 (1-a) and Table 13, Appendix 1-g and 1-c.

Employment Case - 1965 Margarito Franco vs. Fire Chief Cassio Frazzini, City and County of Denver Civil Service Commission

A complaint was filed with the Commission on April 9, 1965 by Margarito Franco, a Spanish-American, in which he claimed that he was discriminated against by the Denver Fire Depart-

ment because of his national origin or ancestry. When Fire Chief Cassio Frazzini learned that Franco had filed a complaint with the Colorado Civil Rights Commission, he suspended Franco from his job as a fireman. Franco then filed an additional complaint with the Civil Rights Commission against the Fire Department alleging his suspension was a further act of discrimination.

After many conciliation attempts, the case was scheduled for a public hearing. This in turn was challenged in court by the City of Denver. First, it was claimed that the complaint was not properly served unless a copy were served upon the Mayor. Secondly, the City Attorney went into District Court to challenge the jurisdiction of the Civil Rights Commission. This was decided in favor of the Commission upholding its jurisdiction.

After conducting a hearing lasting 15 days, including 40 witnesses and thereafter examining 1,700 pages of transcript, the Colorado Civil Rights Commission found the Denver Fire Department and Fire Chief Cassio Frazzini in violation of the Colorado Anti-Discrimination Act of 1957, as amended.

In making its finding that discrimination had occurred in this case, the Civil Rights Commission ordered that the City and County of Denver and the Fire Department restore Mr. Franco to duty as a fireman with back pay and sick leave less six month's pay which is the period of suspension ordered by the Denver Civil Service Commission.

Hearing Held March 5, 1966 - Public Accommodations Case
George and Rosemary Brown vs. Sperte's Laffite Restaurant
(Rose Inc. and Roger M. Sperte)

Senator and Mrs. Brown were denied full and equal enjoyment of the facilities and privileges of the restaurant even though they had reservations on October 18, 1965. Attempts were made to resolve the case before going to a public hearing, but they were unsuccessful. The Commission found that discrimination had occurred and a Cease and Desist Order was issued.

Employment Case Hearing -- Alfonso J. Martinez vs. Runyon
Field Committee, Inc., Pueblo, Colorado

The complaint was filed November 29, 1965 alleging that the Respondent refused to hire Mr. Martinez for the position of Director and/or Assistant Director of the Neighborhood Youth Corps, Pueblo, Colorado.

Mr. Martinez had applied for the job in July and again in November after reading of the Center and job opening in the newspaper. His letters and applications were never acknowledged. When he filed his second application with the Colorado State Employment Office, he was told that the Director had already been appointed; he, in turn, had picked his Assistant Director. The investigation revealed that the Committee had not considered anyone but Mr. Coatney for the position of Director. Mr. Coatney had not considered anyone but Mrs. Connie Krehoff as the Assistant Director because she had helped in drawing up the proposal. Mrs. Krehoff's duties were primarily secretarial although the proposal did not require the Assistant Director to take shorthand and to do typing and bookkeeping. It appeared that Mr. Martinez was better qualified for the job than Mrs. Krehoff, hence, the Director of the Commission found probable cause.

A hearing was held before the Commission February 19, 1966. After a full hearing, the Commissioners reached an unanimous decision to dismiss the case but for varying reasons. Sample opinions expressed by the Commissioners include:

1. There was no consideration given to Mr. Martinez because it had been decided before the proposal was sent in who would receive the two top level positions, but the Commission did not find discrimination due to Mr. Martinez's national ancestry.
2. Another Commissioner saw this as a case of injustice but not discrimination.
3. Another Commissioner said there was discrimination because Mr. Martinez was not "palsy-walsy" with the right people -- and "the program stinks", but it wasn't discrimination because he is a Spanish-American.

Housing Case - Hearing held August 26, 1966 - Williams vs. Cullen Realty and Hazel Perry

The complainant sought to purchase a house and after going to the house with real estate agent, Hazel Perry, was not shown it. The complaint against Cullen Realty was dismissed and Hazel Perry, Co-respondent, was found guilty of aiding and abetting the discriminatory act. A Cease and Desist Order was drawn up.

Housing Case - Lafayette Walker vs. Vincent Fearheiley
P-H-4 (65-66)

The hearing was held March 11, 1966 in Pueblo, Colorado. Mr. Walker alleged an unfair housing practice in violation of the Colorado Fair Housing Act of 1959, as amended.

During the latter part of November, 1965, the complainant's wife, Mrs. Barbara Walker, answered an advertisement listing a house for rent at 208 Kenwood Drive, Pueblo, Colorado. She made arrangements to rent and made a \$15 deposit. The complainant and his family moved in on December 11, 1965. On the same day, the Respondent came to the home and for the first time met the Complainant and determined that he is a Negro. The owner immediately went to see Mrs. Walker at work and told her that they would have to move and returned and informed the Complainant that he would have to move because of complaints by the neighbors.

At the time that the Walkers arranged to rent the house they understood that the Respondent was attempting to sell the house, and when a buyer was obtained, they would be notified and given a reasonable time to move.

However, immediately after the Walkers filed a complaint with the Civil Rights Commission, the Respondent served them with a Notice to Vacate. The Commission went to court and obtained the first injunction under the recent amendments to the Fair Housing Law of 1959. The injunction restrained the Respondent from evicting the Complainant for sixty days until the case could be heard by the Commission.

After hearing the facts and evidence, the Commission decided that the actions of the Respondent were based on the fact that the Complainant was Negro and were because of his race or color and for no other reason. The Respondent was found in violation of the Colorado Fair Housing Act of 1959 and ordered to cease and desist from engaging in or committing unfair housing practices and from refusing to rent or lease or otherwise deny to any persons housing because of their race, creed, color, sex, national origin or ancestry. He was further ordered to cease and desist from interfering with the tenancy possession of the house by the complainant and his family and to allow them to enjoy peaceful possession of it. It was specified that should a bona fide purchaser decide to buy the property, the complainant would be given thirty days written notice in which to vacate the premises.

Employment Case--June Christine Ogle vs. Denver Opportunity and Michael Moore, Executive Director of Denver Opportunity

The hearing was held in May 1967.

Mrs. Ogle was discharged in December 1966 from her position as secretary to the Director. Her complaint was filed December 13, 1966. The hearing although held in May had an inaccurate transcript so that the Commission did not issue findings until August 26, 1967 when it found not sufficient evidence to sustain the charge of discrimination against either of the two respondents but stated--"The Commission feels, however, in accordance with the recommendation of the hearing examiner and pursuant to the statute that the staff should, and is hereby directed, to maintain a close surveillance of the hiring and firing practices of the corporal respondent to determine whether there is any practice of discrimination being conducted."

Mrs. Ogle requested that the case be reponed on the basis of a garbled transcript. Although the transcript was admittedly garbled, this request was denied.

Housing Case -- Warner vs. Ridgewood Realty and Michael Leprino Hearing held September 22, 1966 and October 8, 1966 In addition to the above Respondents were named Nils Bloom and Land Development Co.

This case involved an interracial couple -- a wife from Algeria, and the husband, who was a Negro physicist employed by Martin-Marietta. The wife, a former real estate agent, made all the arrangements for the purchase of a home in Columbine Knolls in Jefferson County (see next page)

After the loan had been approved and everything apparently in order, the couple visited the house to plan their move. This was the first time that the real estate agency or the neighbors had seen Mr. Warner. The next day when they returned, there was a sign on the door prohibiting their occupancy! After the complaint was filed, one of the Commission investigators visited the real estate office and was told by the salesman that the Warner house was for sale. An injunction was obtained in District Court--Due to complications in the case--some of them legal technicalities--the respondent alleged that the Notice of Hearing, etc. was not properly served, because it was sent to his business address instead of his home--it was necessary to obtain two extensions of the injunction. When the case was finally heard, the Respondents were found guilty of violation of the Fair Housing Law of 1959, as amended and ordered to sell the house to the Warners. However, an out of court cash settlement was reached between the Complainants and the Respondents, and the Complainants left the State. The Commission then filed with the State Real Estate Commission for a withdrawal of the Real Estate License of Ridgewood Realty, but they refused to hold a hearing on the case because the complainants had left the State.

Housing Case--William W. Pettigrew vs. Claude O. Tyler, Jr. (9/23/67)

The Pettigrews, an interracial couple, were accompanied by a white woman, Mrs. Keim, in searching for an advertised apartment. They were shown apartment #3 at 1542 Pearl and told it was available but that they must see the owner, Dr. Tyler. Dr. Tyler and his receptionist were evasive and refused to rent to them. After an investigation, probable cause was found, and the Respondents refused to conciliate.

After the Commissioners heard the case, they found the Respondent refused to rent to the complainant because of his color or race, Negro. The respondent was ordered to cease and desist from unfair housing practices, to tender the apartment for rental to the complainant within 7 days for \$75 per month with other terms and conditions as required of other tenants. The offer was made through the Civil Rights Commission in writing. The complainant was required to accept or to refuse within two (2) days. Should the complainant accept the offer, he must indicate when he intends to occupy the apartment and submit a check for \$37.50 for two weeks rent in advance. Until such time as the complainant accepts or refuses the offer the respondent will not rent, transfer or otherwise make it unavailable to the complainant.

Employment Case: Joe Wesley vs. Presbyterian Medical Center and Richard Proksch

The Hearing was held January 11-14, 1968. The Hearing Examiner was the Honorable Robert G. Bailey of Trinidad. The charge alleged a violation of Colorado's Anti-Discrimination Act of 1957. The case was presented for the complainant by J. David Penwell, Assistant Attorney General, and the respondents were represented by Saunders, Dickson, Snyder and Ross.

The complainant was discharged from his position as night supervisor of the Housekeeping Department at Presbyterian Medical Center April 11, 1967 because of his color or race. Probable cause was found after an investigation of the case. The Commission decided unanimously that the hospital was not actively discriminating when they acted on the advice and recommendation of Richard Proksch to discharge Wesley. Respondent Richard Proksch, by a 4-3 decision, was found not to have provided the complainant with sufficient notice that he was improperly performing his assigned duties and was given no opportunity to change or alter his job performance. No opportunities for advancement were provided the Complainant or other Negro employees under his supervision, and preferential treatment was given to a non-Negro employee. Wesley was discharged for acts and conduct which were permitted other employees and it was shown that tasks for which he had substandard performance were not actually assigned to him. Other Negro employees testified that they had experienced discriminatory treatment. The Commission found that the facts indicated that the Respondent Proksch was engaging in a pattern of discrimination against the Complainant which culminated in his discharge.

The Commission did not order that Wesley be restored to his former position nor receive back pay, but ordered that Richard Proksch "cease and desist" from any further or subsequent acts of discrimination in matters of employment.

Housing Case: White tenant asked to move after one month-- Commission finds for Complainant who was discriminated against because of a Negro Friend. Marjorie Wilson vs. Louis H. and Joan M. DeGrave.

The complaint was filed December 1967 and the hearing held May 16, 1968. Mrs. Wilson moved into a duplex November 1, 1967. She understood she was to care for the yard in summer,

and she spent money on the installation of a color TV antenna. After a month she was asked to move out because the DeGraves said they had friends who wanted to move in. Mrs. Wilson thought that the real problem was that she has a Negro male friend who visits daily. The reasons given for asking Mrs. Wilson to move did not seem to hold up under investigation-- (1) that she was late paying her rent, (2) that she had a dog and (3) that the DeGraves had friends who wanted to move in. It was necessary to send to American Express to determine the time the rent was paid. Since Mrs. Wilson already occupied the apartment it was possible to stipulate with the respondents' attorney that the complainant remain until the hearing. At the hearing, the Commission found the DeGraves guilty of an unfair housing practice in denying Mrs. Wilson the equal terms, conditions and privileges of the housing and ordered the DeGraves to rent to her.

Employment Case: Margarita R. Gallegos vs. State of Colorado by and through School District RE-1, Bent County, Stephen J. Shuster and Leonard Smith.

Hearing held on November 22, 1968 in Las Animas - Hearing Examiner - Mr. Richard Bangert.

Complainant alleged that she was discharged from her position as teacher for the Respondents because of her national origin or ancestry (Spanish-American). After an investigation, probable cause of discrimination was found by the Director. Attempts were made to conciliate. These attempts included a trip by the Assistant Director and Assistant Attorney General to Las Animas to meet with the Respondents.

Mrs. Gallegos was discharged from her position as a teacher for the Respondents at Columbian School, Las Animas. Her contract was not renewed. Her resignation was requested, and she was told if she did not submit her resignation, she would not receive a letter of recommendation. The School Board acted solely on the advice and counsel of Principal of the school. Reasons given by the Respondents for discharging Mrs. Gallegos were that:

1. She had difficulty with discipline in her classes.
2. She failed to use proper teaching aids.
3. Her accent made her unacceptable as a teacher.

The answers to these charges were:

1. She taught 4th grade. Her first year she taught 3rd grade and had no disciplinary problems.
2. The particular 4th grade class. had a history of being a discipline problem
3. Mrs. Gallegos' 3rd grade class was a "slow" class. They needed more individual attention. She had to use more individualized techniques.
4. She found the teaching aids not always available when she attempted to use them. She found they were being used by others.
5. Accent. No evidence indicated that this was a factor in her teaching ability. This was the first time she had ever been told her accent was a problem. One-third of students are Spanish-American in the school district and about half of her 3rd grade were Spanish-American.

To mention her accent follows a classic pattern of discrimination against Spanish-Americans.

No other reasons given at time of her discharge...the other reasons were not brought up until the hearing.

6. None of the witnesses for the Respondents were Spanish-American, and none had actually observed Mrs. Gallegos in her actual classroom performance. There were parents representing both communities who claimed that Mrs. Gallegos was a competent teacher. Witnesses testified that she was discriminated against because she is a Spanish-American--some came from the Anglo community.
7. The last year she taught, at least 8 persons were teaching in the school system under Letters of Authority without degrees. All were Anglo. Respondents had been criticized in December, 1967 by the

State Department of Education for having such unqualified people in their school system. Mrs. Gallegos had a degree and at least eleven (11) years experience.

8. Respondents have had a negative attitude. They objected to investigation and conciliation. They indicated that they have little or no sensitivity to the problems of Civil Rights in employment and seem to think that they are superior to the law.

The Respondents' Arguments.

Respondents were the six (6) duly elected members of the Board of Education...The Superintendent of Schools and the Principal of the Columbian Elementary and Junior High School.

1. They said the complainant had a "chip on her shoulder" regarding discrimination.
2. They claimed the best record in the employment of teachers of Spanish-American ancestry than of any other nearby school district.
3. They noted that Mrs. Gallegos graduated in 1954 and taught in five different systems in Colorado and Wyoming from 1954-64. In 1965-66 first grade, 1966-67 she was deficient according to evaluation charts--given another chance 1967-68.
4. One other probationary elementary teacher was treated in the same manner.
5. Submitted resignation and did not apply after that. They said she quit...voluntarily.

The Colorado Civil Rights Commission has entered a formal decision on the case, finding 4-2 in favor of the complainant. The Order requires that Mrs. Gallegos be given back pay. She does not wish to be re-hired at this point.

Employment Case Dismissed Dorothy K. Romero vs. L. A. Miller and the Arthritis Foundation E-27 (68-69)

Miss Romero filed a complaint because her job was cut from full to part-time although there was plenty of work, and an Anglo employed full-time. She alleged that this was because of her national ancestry. The case was filed August 1, 1968. The hearing was held March 14, 1969. After hearing the complainant's case, the attorney for the Respondent moved for a dismissal of the case. The hearing panel of Commissioners could neither find nor ascertain any evidence of the commission of unlawful employment practices. It therefore ordered, adjudged, and decreed that the case be dismissed.

Employment Case. Leonard Harrison vs. D. C. International, Inc. E-20 (68-69)

Mr. Harrison filed a complaint with the Commission early in 1968 and a second complaint July 23, 1968 alleging that the terminal manager, night terminal manager and foreman discriminated against him by discharging him from his position as dock worker because he is a Negro and because he filed a previous complaint of discrimination with the Commission. After several attempts to conciliate the case, a hearing was called for February 7, 1969. The Respondents did not show up for the hearing and two default judgements were made against them. The Respondents appeared the following day, but the Commission decided they were in default and ordered that Harrison be reimbursed for the back wages due him. (He had previously been reinstated in his position.) On March 14, 1969, the attorneys for the Respondent appeared before the Commission and asked for a stipulation which would involve the payment of the back pay due Harrison if the Commissioners would remove the default judgement and close the case by conciliation. This request was granted.

Employment Case. Raella B. Brown vs. Floria Haughton, R. N. and Kenneth Meredith and Memorial Hospital, Colorado Springs, Colorado. Hearing was held in Colorado Springs, April 11-12, 1969.

Mrs. Brown, a highly qualified R. N., with a Master of Nursing Education degree and with teaching experience, was hired for the position of Instructor of Nursing on Tuesday, September 10, 1968. She was to have undergone a three week planned orientation program but instead was terminated September 20, 1968, nine days after the date of employment. Mrs. Brown first took her complaint to the Colorado Springs Human Relations Commission

which held a hearing on it, but was advised by the City Attorney that since the hospital belonged to the City, that there was a conflict of interest. Mrs. Brown then filed a complaint with the Colorado Civil Rights Commission on October 22, 1968. She alleged that Mrs. Haughton, as Director of Education, and Mr. Meredith, as the Hospital Administrator, discriminated against her by dismissing her from the position of Instructor in Nursing after only nine days of orientation and that the discharge was based on her color or race (Negro), and that the reasons given for the termination were not valid in terms of today's professional nursing standards and the complainant's previous experience and background. The complainant requested back pay from the date of her re-employment or refusal of re-employment to the date of her discharge.

The Commission investigator assigned to the case was hampered at every step. The Respondent refused to talk with him, ^{and} to provide records and other information, etc. The attorneys for the Respondents (the same as for the Joe Wesley vs. Presbyterian Hospital Case) tried a number of maneuvers to obtain dismissal of the case, including several postponements of hearing dates. Several unsuccessful attempts were made to conciliate the case before the hearing.

After two days of hearings, the Respondents proposed a conciliation settlement which included awarding the complainant a substantial financial settlement approximately equivalent to her back pay to the date of the hearing. The Commission then agreed to "Dismiss the case with prejudice." The complainant was satisfied with this resolution of the case.

Housing Case. H-44 (68-69) Gloria Gore vs. Fae L. Forrester, G. M. Walker and Pierce. Hearing was held in the Jefferson County Hall of Justice, Golden.

The Respondents refused to rent an apartment at the Flamingo Gardens, 1222 Wadsworth Boulevard, Lakewood, to Mrs. Gloria Gore, a Negro on March 21, 1969.

After establishing probable cause of discrimination, a temporary restraining order was obtained by the Commission on April 7, 1969 followed by a temporary injunction which was renewed on May 19, 1969.

The Respondents stated that the only reason they did not rent to Mrs. Gore was that she has a daughter older than 4 years old. This rule was found during the investigation not to be uniformly applied and exceptions have been made by the Respondents. There are three families with children over four living in the Flamingo Garden Apartments.

Other evidence showed that on March 30, 1969, Mrs. Nettie Brown talked to Mr. Walker by phone seeking an apartment for a lady with a nine year old child and was not advised of any restriction concerning children over four.

She was invited to inspect the apartment. Her application to rent was rejected only when her race (Negro) was apparent in a personal interview with the Respondents. Other evidence indicated that Mr. Walker, when served with the Notice of Hearing on the Motion for Injunction, stated to the document server "you can't mix them in a pool."

Also, another Negro man when shown an apartment was told that the rent was \$170 per month rather than the actual \$140. The Commission at the hearing found such language to constitute admission that the complainant was denied housing because of race and color. A pattern of discrimination was indicated since there were no Negro tenants in the 100 units of Flamingo Apartments.

The Commission ordered that G. M. Walker and Fae Forrester cease and desist from any unfair housing practices....that they take affirmative action to rent apartment No. 18 to Gloria Gore and to report the manner of compliance to the Commission. They moved to make permanent the Preliminary Injunction until the Orders were carried out.

During the interim period, before the Orders became final, the respondents rented the apartment to another person!! The Commission's Assistant Attorney General went to court, and on June 27, the Judge issued an order requiring that the Respondents comply with the Commissioners. Mrs. Gore, after four months delay, moved into the apartment. The Respondents are now appealing the case in District Court.

Employment Case. Susan Barela vs. Betty Cox, Office Manager and Parkview Episcopal Hospital, Pueblo, Colorado. Hearing was held on May 16, 1969 at Pueblo County Courthouse.

Miss Barela applied for a position as a clerk typist in the emergency room of the hospital on August 31, 1968. She met the job requirements which included proficiency in typing. On a test given by the State Employment Service, the complainant typed 45 words per minute with one error. Mrs. Cox hired an Anglo woman who had been discharged that day from a position which she had held for approximately 22 years, and who could type only 35 words a minute with 19 errors. This woman only occupied the position at Parkview Hospital for one day. The position became available again and Miss Barela was not offered the job.

The Commission found Mrs. Cox guilty of discriminatory practices but found no evidence that the hospital was guilty of discriminatory practices in this case.

Housing Case. H-61 (68-69) Lewana McBeth vs. F. H. Ricketson, Denver, Colorado. The hearing was held June 30, 1969 at the State Services Building, Denver.

On May 21, 1969, Lewana McBeth (white) filed a complaint with the Commission alleging a violation of the Fair Housing Law, in that she was denied the right to continue to live at an apartment at 1515 Vine St., Denver, because of the color or race of her friends (and in particular of her ex-husband). Just prior to Mrs. McBeth's eviction, she had been sitting in front of the apartment house talking with her ex-husband (Negro). The manager had told her that she must move. She said that the manager had said "We can't have that sort of thing." During the hearing, this could not be established, and since a pattern of discrimination could not be established and since there were Negro tenants living in the apartment house, the Commission ordered that the case be dismissed. This was the first housing case to be dismissed at a hearing in five years!!

CHAPTER VI

INFORMATION, RESEARCH AND EDUCATION

This division of the Commission program was established to provide publications, public relations (newsletter, press releases, radio and TV programs), develop Affirmative Action Programs, plan or contract for surveys and research, plan and conduct conferences, workshops and other educational programs, provide in-service training sessions and generally act as a resource center of information on Civil Rights for the Commission and the general public.

During 1965-68, the program was carried out primarily by one staff member who also carried cases supplemented by the Assistant Director and other staff members who assisted in the educational program by giving speeches, providing information and assistance to persons seeking information. Due to the greatly increased case load during these years, some of the projected programs were not completed. Since January 1, 1969, this program has been given full-time status.

A. Publications, Movies and Tapes.

A list of all publications available from the Commission is given in the Appendix. The following were produced as follows:

1965-66

Compliance Survey of Employment by the State of Colorado--
J. F. Warren

Activities Report (1964-65)--Eleanor G. Crow

Newsletters

Equal Employment Decals

Governor's Executive Order of April 15, 1966

Civil Rights in Colorado (for the Governor and the U. S. Atomic Energy Commission Commissioners)--Eleanor G. Crow

Operational Report--Eleanor G. Crow

1966-67

About Application Forms

Operational Report--Eleanor G. Crow

Apartment House Managers Survey--Eleanor G. Crow, John A. Robinson and Janet Fredericks

Fair Housing Pamphlet

Fair Housing Decal

Fair Employment Posters (English and Spanish), Public Accommodations Posters

Spanish translation of Equal Rights in Colorado Igualdo Derechos Civiles en Colorado

Laws, Regulations and Procedures of the Colorado Civil Rights Commission--J. David Penwell, Assistant Attorney General

1967-68

Testing Policy

Newsletter and News Releases

Handbook for Civil Rights Specialists

Historical Timetable of Human Relations in Colorado

Statistics for the Operational Report

Population Statistics

The Commission has movies and tapes available for loan free of charge.

1968-69

Population Statistics

Statistics for the Denver Public Schools

Activities Report (1966-69)

B. Research.

The Commission established two committees for the development of special research projects. The first was a joint Advisory Research Committee established in collaboration with the Advisory Committee to the U. S. Commission on Civil Rights for the purpose of planning research to be conducted with a special appropriation from the State legislature. This committee was responsible for the planning and coordination of 'Minority Group--Governmental Agency Relations Research Study (See summaries of research). The members of this advisory committee were:

Dr. Robert Amundson, Prof. of Sociology, Loretto Heights College, Denver, Colorado.

James A. Atkins, Writer (deceased).

Senator George Brown, Member, Colorado Advisory Committee to U. S. Commission on Civil Rights.

Dr. Edward Rose, Prof. of Sociology, University of Colorado, Boulder.

Mrs. Connie Sisneros, Commissioner, Colorado Civil Rights Commission.

Dr. Bernard Spilka, Department of Psychology, University of Denver.

Rabbi Joseph Goldman, Colorado Advisory Committee, U. S. Commission on Civil Rights.

James F. Reynolds, Director, Colorado Civil Rights Commission.

Ruth Steiner, Civil Rights Specialist, Colorado Civil Rights Commission.

A testing committee with representatives from the major human relations agencies in Denver was organized in the Autumn of 1966 from which a smaller technical committee was appointed to develop a research proposal directed towards exploring the relationship between selection methods currently being used

and the relation to actual on-the-job performance, in particular, to measure such relationships for minority group employees and applicants. The technical committee members were Herbert Homan, Deputy Director, Denver Career Service Authority, Mildred Stier, Rudy Livingston, Alberta Calhoun, Robert McBride of the Colorado State Civil Service Commission; Robert Funk, Colorado State Department of Employment; Mrs. Betsy Watts, Denver Career Service Authority.

The Committee submitted a proposal to the Equal Employment Opportunity Commission and received through the Civil Rights Commission a \$15,000 grant. The research was sub-contracted to Dr. Charles O. Neidt, Director of the Human Factors Laboratory, Colorado State University. The committee met during the year with Dr. Neidt and a preliminary report was submitted to the Equal Employment Opportunity Commission in June, 1968. Dr. Neidt decided to use the unused portion of the 1967-68 grant to carry out a longitudinal study which will be completed in June, 1969. A summary of the research is included in this section.

Other less lengthy surveys were conducted by the staff which included:

1965-66

Compliance Survey of Minority Group Employment in State Agencies--James F. Warren

Survey of Application Form Compliance for Nursing Homes, Hospital and non-profit agencies--John A. Robinson and Mary McLucas.

Survey of School District Application Form Compliance--Eleanor G. Crow.

1966-67

Survey of Apartment House Managers Attitudes toward Minority Group Tenants--Eleanor G. Crow, John A. Robinson and Janet Fredericks.

1967-68

Fact-Findings Hearings were held at Colorado State University, Fort Collins.

State Contract Compliance Survey

C. RESEARCH SUMMARIES

I. Spanish-American Employment in the Southwest-Fred Schmidt

This research was performed under an EEOC grant sub-contract to Fred H. Schmidt, Institute of Industrial Relations, University of California, Los Angeles.

Resume:

1. The purpose of the project was to analyze the Equal Employment Opportunity Commission's EEO-1 forms to determine the hiring patterns of minority groups, and in particular, of the Spanish-Americans, of the five southwestern states: Texas, New Mexico, Colorado, Arizona and California.

The researcher has given an excellent historical background of the Spanish-American in the Southwest and a wealth of data is presented--some from the 1960 Census and that obtained from the EEO-1 forms. The Spanish-Americans are compared with the total labor force and with other minorities by industry and by job classifications.

Methodology:

2. Methodology was relatively simple except that a graphical portrayal of the data is used for the benefit of non-statisticians, a few Chi-square tests for significant differences were applied.

The data are broken down for significant cities and counties in the five state region.

The sample included all of the EEO-1 forms submitted to the Equal Employment Opportunity Commission in 1966. The author presents statistics indicating what percentage of employers and the labor force were included in these. The EEO-1 forms did not cover more than 54% of the labor force.

Findings:

3. Spanish-Americans, as are other Southwestern minorities, are an immensely diverse group, but there are certain common features about the patterns of their employment throughout the region. In areas where they are a sizable part of local populations, they long have been regarded as casual, incidental workers, or as "factory hands" available for the laborer, service and operative jobs in the generally lower-paying industries that arose in those areas. Today, they do better than other minority workers in gaining skilled craftsmen jobs.

Throughout the Southwest, among companies reporting to the Equal Employment Opportunity Commission, a general stair-step employment pattern for minority workers shows that their portion of the available jobs in an occupation descends as the occupational hierarchy ascends. They have a share of service, laborer and operative jobs that is far in excess of their share in the labor force. In craftsmen jobs they approximate a parity with the percentage they have in the labor force but in all other occupations they fall far below that level.

Their share of available jobs descends steeply once the line separating white-collar from blue-collar jobs is crossed. There is evidence of a job caste that walls off white-collar jobs from minority workers, and this wall is stouter against Spanish-Americans in areas where their numbers in the population are proportionately greater, as it is for Negroes in those areas where they are a more prominent part of the population.

The presence of large minority groups in a local population does not appear as a factor that facilitates minority workers gaining white-collar positions. This holds true in even the lowest skilled white-collar jobs for clerical and sales work and is even true in the consumer-oriented industries.

The pattern of minority employment is better for each minority group among employers who do not do contract work for the government than it is among prime contractors who have agreed to non-discrimination clauses in their contracts with the Federal Government.

Spanish-Americans are greatly under-represented in on-the-job training programs for white-collar jobs while being over-represented in those for blue-collar jobs, indicating that they may become even more characterized as blue-collar work force in the future.

The pattern of minority employment is better among that group of employers who have arrangements with labor unions that affect whom they may hire than it is among those who do not have such arrangements.

The advancement of Spanish-Americans into occupations and industries heretofore reserved for the employment of Anglos seems to facilitate the entry of other minorities into those occupations and industries.

II. Validity of Employment Tests

Report on Differential Predictive Validity of Specified Selection Techniques within Designated Subgroups of Applicants for Civil Service Positions: Charles O. Nieldt, Director
Human Factors Research Laboratory
Colorado State University

A Research Project Contracted to the Colorado Civil Rights Commission by the Equal Employment Opportunity Commission and Sub-contracted by the Human Factors Research Laboratory, Colorado State University, Fort Collins, Colorado, May 22, 1968.

Resume:

1. Hypothesis:

The project was designed to determine the relationship between selection techniques used by the State of Colorado Civil Service Commission and the Career Service Authority of the City and County of Denver and on-the-job performance in specified job classifications when personnel are classified by (1) Negro, (2) Spanish-Surname, and (3) White groups. The two phases of the project involve (1) the cross sectional testing of present employees and the concurrent assessment of their job performance, and (2) the longitudinal testing of job applicants with a subsequent follow-up on their on-the-job performance. The jobs involved in the cross sectional analysis included: (1) Hospital Attendant at Denver General Hospital, (2) Resident Supervisor at Lookout Mountain School for Boys, (3) Retardation Technician at the Colorado State Home and Training School at Wheatridge, (4) Food Service and (5) Psychiatric Technician at Pueblo State Hospital.

2. Methodology:

- a. Job analysis to determine job activities and characteristics considered essential for the successful performance of each job.
- b. Identification of criteria of successful performance for each job including supervisory ratings, supervisory rankings, training scores, personnel criteria and turnover.
- c. Correlation of existing test data with performance criteria.
- d. Identification of additional testing devices for administration to present employees. These devices were to include both verbal and low verbal tests, as well as personal history inventory information. It was anticipated that at least 200 present employees would be administered the tests.

- e. Validation of additional devices through the computation of means and standard deviations for specific ethnic groups as well as the computations of coefficients of correlation with one or more criteria within each ethnic group.
- f. Longitudinal cross validation of selection techniques with an uncontaminated sample. On the basis of evidence from the two approaches, cross sectional and longitudinal, a specific set of recommendations for reducing possible discrimination through the use of tests in employment by governmental agencies in Colorado was to be developed.

The Report contains the results of the cross sectional phase (Steps 1 through 6) of the project. The results of the longitudinal phase (Step 7 not listed above) will be presented in the second of the two reports.

3. Sample:

The lists of jobs is included under "Hypothesis" above:

	<u>Negro</u>	<u>Sp.</u>	<u>White</u>
Hospital attendants at Denver General	29	24	58
Lookout Mountain	5	3	31
Wheatridge (Retardation Technicians)	70	16	118
Pueblo (Psychiatric Technicians or food service workers)	16	87	257
Total	120	130	464

Others which are being tested on a longitudinal basis are being hired without the use of screening tests.

4. Findings:

Performance data:

Ethnic groups perform many jobs equally well. Overall performance on the job was clearly unrelated to ethnic group membership.

Classifications studied. These were low-level positions in the total job hierarchy both with respect to salary and responsibility.

Performance tests:

This could not be satisfactorily accomplished during the cross sectional stage but is being studied in the longitudinal phase.

Correlation of tests with criteria:

Although the evidence from the initial phase was limited, it was suggested that there was differential predictive effectiveness among the ethnic groups involved. Unequal correlation coefficients between test performance and on-the-job performance across subgroups is a more complicating condition selectionwise than simply unequivalent test performance across subgroups. Differential predictive effectiveness required that separate predictions for each subgroup be undertaken in terms of probability of success associated with each score rather than in terms of test performance. In the longitudinal phase of this project several schemes for deriving probability of success will be evaluated.

Personal history information:

Whereas personal history information has made a meaningful contribution to the prediction of performance in many situations, the results from using this type of information in the present project were relatively poor. Before undertaking additional personal history information research with employees in low-level job classes from different ethnic groups, it seems essential to generate new items based on understanding of the culture from which the applicants are coming. Items based on the culture of middle class whites are not applicable for individuals from different cultures.

III. Minority Group Governmental Agency Relations - Research Study

Part I prepared by Darrell K. Adams and George E. Bardwell, Denver University.

Part II prepared by Frank Plaut, both parts by special contract, with the Colorado Civil Rights Commission and the Colorado Advisory Committee to the U. S. Civil Rights Commission 1968.

Resume:

1. Purpose was to determine if discrimination is present in various governmental agencies' contacts with the public and the forms such practices might take.

The study was two-fold:

- a. The first part was restricted to the Denver area and undertook to determine which governmental agencies should be studied in depth.
- b. The second part undertook to examine in considerable detail the nature and pattern of contacts between minority persons and those official groups selected for further investigation.

2. Methodology:

Part I

Survey interview sampling by census tracts, Two-stage cluster sample. Interview-subject matching was done with two Negro, two Spanish-American and two Anglo interviewers. Interview was semi-structured and designed to be administered in about 15 minutes.

3. Sample:

In Part I, a two-stage cluster sample was used. A first-stage sampling fraction of 1 in 2 and a second stage sample fraction of 1 in 5 resulted in 581 randomly selected dwelling units from census tracts 12, 16, 18, 24B and 25 of the City and County of Denver. These census tracts were selected on the basis of having the highest proportion of non-white population and population with Spanish-surnames and highest unemployment in the 1960 census. The geographical extent of the sample frame was defined so as to yield approximately equal proportions of Negro, Spanish-American and Anglo subgroups.

The total number of Negroes interviewed was 119, Spanish-Americans 143, Anglos 74 and Miscellaneous 8. The average age was high probably because those were the persons most likely to be found at home. Average 49.60.

The second part of the study involved a time sampling procedure focusing on critical incidents of discriminatory contacts. Five persons were involved in observing the State Department of Employment totalling 118 hours. Three observed the Police Department totalling 379 hours. The total number hours of observation was 830.

4. Findings:

Part I

State agencies showed the lowest rate of contact, followed by Federal and City respectively. City agencies showed roughly three times the rate of contact of the State agencies. Federal agencies were contacted twice as many times as State agencies. The Spanish-Americans contacted the agencies more than the Anglos or the Negroes.

It was concluded that the following agencies merited further study: Denver General Hospital, Denver Police, Denver Traffic Court.

A number of incidents of discrimination and other unsavory behavior were clear cases of intentional discrimination, in other others it cannot be said with certainty that there was an intent to discriminate, but the result of the contact between the minority citizen and the particular governmental agency was clearly discriminatory--that is, the minority citizen was not treated as well as was a non-minority citizen in similar situations.

Some discriminatory conduct was observed within the Colorado Department of Employment and Denver General Hospital, but the greatest amount of discrimination observed during this study was that practiced by members of the Denver Police Department.

Recommendations for alleviating the problems are made. These include:

1. Recommendations to the Colorado Department of Employment
 - a. discriminatory job orders from any potential employer should without exception be refused by all departmental employees at all times.
 - b. job applicants applying for employment as casual labor, if qualified, should be referred in the order in which they apply.
 - c. prospective employers should be required to place their job orders with appropriate CDE office in the community in which located first.

- d. Spanish-speaking employees should be on the staff of each CDE office which has a substantial number of Spanish-speaking applicants.
- e. posters in English and Spanish should be conspicuously posted in all CDE offices advising that it is the policy of CDE to administer its services in a non-discriminatory manner.
- f. The CDE should adopt and carry out a continuous program of internal investigation to see that its employees comply with the law.
- g. care should be taken in the selection, training and supervision of all persons who come into contact with the public.
- h. instruction in basic pronunciation of Spanish names should be given.
- i. job counsellors should be thoroughly trained in handling minority employment problems.

Recommendations for changes in the statutes are made:

2. Recommendations to local Public Hospitals:

- a. care should be taken in selection, training and supervision of all persons who come into contact with the public.
- b. instruction in basic pronunciation of Spanish names.
- c. Bilingual posters should be posted proclaiming the non-discriminatory policies.
- d. Spanish-speaking employees should be available to serve as interpreters.
- e. a continuous program should be carried out to assure that hospital employees do not engage in discriminatory practices.

3. Recommendations to local Law Enforcement Agencies:

- a. there should be some kind of screening of personnel to determine whether they are emotionally unstable and have discriminatory attitudes and opinions which would make it impossible for them to discharge their officials duties in an impartial and non-discriminatory manner.
- b. Law enforcement agencies should make serious and concerted efforts to recruit minority group persons.
- c. continuing professional education with heavy emphasis on human relations subjects, due process of law, and equal protection of the laws should be required of all law enforcement personnel including the command levels.
- d. rules and regulations should be established, posted, and enforced by all personnel requiring non-discriminatory conduct in the discharge of their official duties.
- e. refusal of officers to work with other officers because of race, creed, color, national origin or ancestry should be prohibited.
- f. two-man police cars operating in minority areas should be "integrated."
- g. a community relations officer should be established.
- h. an inspection bureau should be established to make random and unannounced inspections.
- i. a procedure should be established for investigation of civilian complaints.

General Recommendations:

1. Establishment of an "ombudsman" type agency and both State at local levels.

Changes in legislation were recommended. These will be given under "Recommendations." (Chapter XI)

IV. "Survey of Apartment Houses and Apartment House Managers' Attitudes Towards Minority Group Tenants"

BY: Eleanor G. Crow, Janet Fredericks and John A. Robinson
Joint project of the Colorado Civil Rights Commission
and the Metro Denver Fair Housing Center
Spring, 1967

1. Purpose was to answer questions which have arisen during the Commission's investigations of housing cases and the Fair Housing Center's problems in finding appropriate housing for clients. The purposes were:

- a. To obtain a picture of the pattern of apartment rentals in selected areas of the city.
- b. To determine areas where it might be advisable to concentrate effort to educate apartment managers about the Fair Housing Law.
- c. To inform the apartment house managers about the Fair Housing Law and the Metro Fair Housing Center.
- d. To determine the ethnic composition of various apartments in different parts of the city.
- e. To determine the underlying attitudes of apartment house managers towards minority group tenants.

2. Methodology:

Volunteer interviewers were obtained from several Sociology classes at Denver Center of the University of Colorado and from Temple Buell College and from Vista workers. The first stage was to survey the apartment houses in the areas which were selected for study because these are not well integrated but are desirable and moderately priced.

The interviewers were requested to do an area visual survey of apartment house locations determining numbers and type of apartments on specified streets. This gave information concerning types of apartments available. Each interviewer then was instructed to choose from these, four apartment houses of different kinds.

They were then given an interview schedule composed of ten questions varying from what kinds of units they had and what the rentals are to a, "Did the owner of your apartment house or real estate agency give you any training for the job as manager? Have you had any Negro, Spanish-Surname, Oriental or American Indian tenants? When, how many, in which units? Did you receive instructions concerning renting to minority group persons? Are you familiar with the Colorado Fair Housing Law?"

The interviewers were to add comments about type and condition of the building, attitude of manager, minority group persons in apartment or the neighborhood.

The interviewers were given a training session, cards of introduction, information on the Fair Housing Center and the Fair Housing Law to distribute.

3. Sample:

Although attempts were began for random sampling, the limited number of interviewers made this impossible.

4. Findings:

- a. Tabulations of a wide range of accommodations and rentals were found to be available.
- b. Apartment house managers are not given much training for their jobs.
- c. Most apartment house managers were not instructed about the Colorado Fair Housing Law by their employers. Some of them were given instructions which involved violations of the Law.
- d. Forty-five per cent of the apartments had not had any minority group persons living in them. Only 8% had Negro tenants.
- e. Forty-one per cent of the apartment house managers were not familiar with the Colorado Fair Housing Law. Only thirty per cent claimed to be familiar with the law.

- f. Although a majority of the managers were cooperative or unprejudiced, according to the interviewers, there were 36.6% who were judged uncooperative or resistant.

5. Additional Comments:

As a follow-up of the survey, the Fair Housing Center Real Estate Committee met and made recommendations. A Fair Housing decal was printed to substitute for a poster required in Regulation No. 2 of the Colorado Fair Housing Law of 1959. A Fair Housing pamphlet was printed and a letter was sent to apartment house managers to be mailed with the decals explaining their obligations and responsibilities under the Fair Housing Law. The Metro Denver Fair Housing Center cooperated in the distribution of the letter and decals to apartment house managers throughout the Denver area.

V. Fact-Finding Hearing at Colorado State University, Fort Collins, Colorado - March 6, 1968.

This hearing was held because a number of individual complaints had been brought to the attention of the Commission. The Committee on Racial and Ethnic Equality (CREE) had been formed and had reported complaints of discrimination to University officials, but no positive action or answer had been obtained. The Committee requested that the Colorado Civil Rights Commission take appropriate action to (1) achieve redress for the students who had encountered discrimination, (2) assist the University in providing a system that will prevent future acts of discrimination, and (3) persuade University officials that they had a higher responsibility than passive observance of the law as they were in the position of in loco parentis to the students.

The informal hearing was conducted by James F. Reynolds with a panel composed of the Chairman of the Colorado Civil Rights Commission, Mrs. Armando Sisneros, Dr. Glen Dildine, Acting Chairman of the CSU Human Relations Committee, and Thomas Wilson, Chairman of the Fort Collins Human Relations Commission, and Dr. Laurence Cross, Sociology Department and member of the University's Human Relations Committee. These hearings have been published as a special report available from the Commission.

Twenty-five students and/or professors testified on housing discrimination, 9 on employment problems, and 13 on campus attitudes, and 12 on Fort Collins community attitudes. A total of 59 individuals presented statements to the panel. Not one of the students who testified was aware that there was any course of remedy available to them on the University campus when they encountered discrimination on or off campus.. It is the opinion of the panel that there is a serious lack of communication between the University administration and its various constituents.

The purpose of the hearing was to determine areas in which constructive observation, recommendation and action might be taken with the intention of serving a preventive purpose.

It was recommended that the University must enunciate clearly and without reservation or trepidation, its non-discrimination policy, and that this must pervade all areas and levels of university life.

It was recommended that a Campus Human Relations Committee be formed to implement the policy and that it must be representative of all levels of the university community. Specific programs and activities for the Human Relations Committee were suggested. It was also recommended that a University Administrative Office be established for implementing University policy.

All notices, brochures and pamphlets describing the University must contain a reference to the University's non-discrimination policy.

Specific recommendations were made in the area of student housing, employment and campus attitudes and Fort Collins Community attitudes.

Copies of the report may be obtained from the Civil Rights Commission Office.

VI. Employment Application Compliance Survey of Hospitals, Nursing Homes and Voluntary Non-Profit Organizations

Conducted by Mary McLucas and John A. Robinson
October, 1964 to September, 1965

The main purpose of this survey was to inform the institutions and agencies contracted of the FEP Law's (the Anti-Discrimination Act of 1957) requirements concerning pre-employment application forms and to assist in bringing into compliance any pre-employment forms these institutions and agencies may be using.

In order to have a complete survey, all of the hospitals, nursing homes and non-profit agencies in the State were surveyed. The lists of institutions and agencies to be surveyed were compiled with the assistance and approval of the Colorado Department of Public Health.

There were no problems connected with locating the Hospitals and Nursing Homes, but in order to locate the non-profit organizations, they first had to be defined. The definition chosen was "any agency operating in the State in a service or helping capacity and listed as a non-profit agency with the Colorado Department of State," e.g. the Boy Scouts of America and the Better Business Bureau.

The emphasis of this survey was not so much to gather information but rather to insist on compliance with the Fair Employment Practices Act as it applies to pre-employment application forms.

The survey operated in this manner: The agencies and institutions were requested, by mail, to supply this Commission with a copy of their pre-employment application form. This form was then examined and a notice was sent to the agency or institution indicating the questions which are in violation and insisting that the violations be corrected and verification of the correction be made known to this Commission.

The total number of institutions and agencies surveyed was 392. Of this number, 13% did not reply for various reasons such as: (1) "Lack of jurisdiction"--(less than 6 employees) and (2) "No longer in business."

The survey is based on the following six questions or requirements often found on application forms which are prohibited by Sections 2 and 5 of the Colorado Anti-Discrimination Act of 1957, C. R. S. 1963, Chapter 80, Article 21 (as amended):

1. Attach or Submit a Photograph.

Except in unusual cases, a person's appearance is not a basic requirement which should affect his ability to do the job. Where his appearance is vital (as in modeling), special consideration is given by the Commission upon request.

2. Place of Birth.

This is often a way of determining nationality, which is also a question not permitted. Where a person is born has no bearing on his ability to do the job.

3. Race or Nationality.

Neither of these are determining factors in a person's ability to do the job. They have no place on an employment application form since their only function would be to make it easy to eliminate persons from consideration for reasons that are not relative to the merit of the applicant.

4. Citizen of _____? or Citizen by Birth or by Naturalization?

It is permissible to ask if a person is or is not a U. S. citizen. To have to know if he is naturalized or what country he is a citizen of is not permissible for the reasons stated in 2 and 3 above.

5. Religion or Denomination.

A person's religion does not affect his ability to do a job except in certain types of religious organizations. Prohibited is: "Do you attend religious services?" if needed to establish any days an employee must have off can be asked (i.e., "Can you work on Saturdays? _____ Sundays? _____?").

6. List All Organizations to Which you Belong.

Many organizations would tend to identify the minority group an applicant belongs to and should carry no weight in determining one's ability and training for a given job. Permitted is: "List the professional organizations, associations, or societies to which you belong."

In general, the institutions and agencies surveyed were willing to cooperate with the Commission and as the following percentages will show, the majority of those surveyed were in compliance at the time of the survey.

Application form violation and non-violation by percentage:

	VIOLATIONS	NON-VIOLATIONS
Hospitals	62%	38%
Nursing Homes	36%	64%
Non-Profit Agencies	25%	74%
Total	22%*	65%

*Non-replies 13%

Summary: This survey did bring all the institutions and agencies into compliance with the F.E.P. Law. This survey also indicated the areas in which surveillance and further investigation are needed (see Table III), as well as the areas in which compliance does not seem to be as large a problem. Non-profit agencies, because of the human relations aspect, are more aware of the laws involved and came into compliance voluntarily prior to this survey.

VII. State Employment Compliance Survey - James Warren.

A survey of minorities in State Civil Service was made during 1965. The results are summarized here. Copies of the complete report may be obtained from the Commission Office.

At the time the survey was completed, there were 14,448 classified Civil Service employees employed in the State of Colorado. There were 1,729 minority group persons, 980 Spanish-Americans, 581 . . .

Negroes, 127 Jewish and 41 Orientals totaling about 12% of the total population.

The median grade of all non-minority group State Civil Service employees is Grade 12. The median grade for Orientals is also a Grade 12. Persons of the Jewish faith are not as disadvantaged with respect to education, income and training. There is a high concentration of Jewish persons in the medical profession employed by the State of Colorado which gives a median Grade 14. The median grade for Spanish-American was the same as the median for Negroes, Grade 7.

The Office of Economic Opportunity established a poverty level for families of 4-5 persons at \$3500.00 per year. The 1960 census shows that in Colorado the average Spanish-American family is composed of 4-5 persons. The income level for 57% of the Spanish surnamed persons and for 63% of the Negroes in State employment averages only \$25.00 per month more than the established poverty level for families of 4-5 persons.

The pattern of minority employment shows a continuing concentration at the lower grade levels. The percentage of minorities employed by the State of Colorado increased from 7% in 1960 to 12% in 1965. The total state employment figure rose 54% during this same period. The concentration at the lower grade levels is due to either a lack of qualified applicants or discrimination.

Minorities who are highly trained with particular skills are filtering into the higher grade levels of employment. Their numbers are not large enough to establish any meaningful patterns or percentages.

Minority group persons are not yet filling supervisory positions. There are many classified supervisory positions for which minority persons are qualified at the lower grade levels. There are only 9 Spanish surnamed, 5 Negroes, 11 Jewish and 1 Oriental in a classified supervisory position.

Some State employees who service the public, were found to overtly discriminate. Internal problems are prevalent throughout the State Departments. The treatment received by minority employees include social ostracism, accusations of distrust, refusal to acknowledge grievances, downgrading of job duties and responsibilities, differential treatment regarding leave without pay.

Many minorities expressed a fear of intimidation if they complained or expressed dissatisfaction.

None of the Departments are planning for a larger integrated work force. They do not anticipate any problems with an increased number of minorities. They appeared to be completely unaware of the problems involved in integration.

Four criteria for evaluating equal employment opportunities were used:

1. Is there a written fair employment policy?
2. Is this policy translated into explicit goals, aims, or objectives?
3. Are these goals communicated and understood by all levels of State employees?
4. Is there a system of controls to measure performance and compliance?

Colorado meets only the first requirement of equal employment opportunity. It was found that methods are available under Civil Service Regulations and Rules which permit department heads to discriminate against prospective employees.

It was recommended that Colorado take immediate aggressive action to fulfill the other three above-mentioned criteria to create equal employment opportunities for minority group persons in Colorado.

Follow-up:

1. The Governor issued the Executive Order--Equal Opportunity--April 16, 1966, after this survey was completed.
2. Civil Service Commission has relaxed some of its job qualifications which were found not relevant to the job.
3. Civil Service Commission cooperated with the Civil Rights Commission on a research project to investigate the job relevancy of pre-employment tests used to screen job applicants with special concern for on-the-job valid-

ity where the applicants and/or employees were minority group members.

4. Civil Service Commission is recording group identity in its personnel data processing which will greatly simplify obtaining minority group data on Civil Service employees.

VIII. A Feasibility Study Concerning Employment Practices - Roger Reid (Submitted November 30, 1967)

This report was prepared for the Commission at the request of the Commission's Research Committee by Roger Reid of Reynolds, Merrill, Brunson and Associates. This was expected to be a preliminary study to a large-scale survey of the attitudes and practices of employers with respect to providing full equality of opportunity in employment and the extent of implementation of the Anti-Discrimination Act of 1957 and of Title VII of the Civil Rights Act of 1964. The large scale survey project was proposed to determine what recruiting, selection, training and promotion practices are being followed by Colorado employers. The preliminary report is summarized here. The method used was that of a professional interview, utilizing the questionnaire outline.

Fourteen firms were contacted of which two refused to participate. Another stated that they were a branch office with limited function and had no one locally who could furnish information on the subject. Hence, three out of the fourteen refused to participate. One firm could not be contacted. Hence, it was anticipated that as many as 30% might not participate in a larger survey. Of the ten firms contacted, all except one were highly cooperative. Information was obtained on policy, hiring decisions, recruiting, testing, screening, job requirements and other hiring considerations. The results are briefly summarized here:

- a. Policy - the majority of the companies do not have written or other specific policies concerning recruiting, selection for hiring, etc. The larger companies are more likely to have a written policy or procedure. All of the companies hire minority personnel and some minority have achieved supervisory status. The overt policy is one of non-discrimination.

- b. Hiring decisions generally rest with the supervisor for whom the individual will work. Hence, there may be varied applications of the company policy. This is less the case with promotions although there are few objective means for evaluation and choice, and these may depend upon whether or not the employee has "asked for it."
- c. Firing decisions are more likely to be a joint effort of supervisor and management. The most frequent reason given for firing is excessive absenteeism or an attitude not reflecting interest in the business.
- d. Recruiting usually is through advertising in the daily paper. Many prefer walk-in applicants. Private agencies run in second place as a source of recruits while public agencies are felt to be least effective.
- e. Testing-Screening. - The majority do not apply tests for screening or selection process. The interview is the most popular technique for screening the applicant in conjunction with the application form.

Medical examinations and X-rays are required for some jobs. The most important determinant of hiring is the attitude of the applicant at the interview. Appearance and personality are important. The firms claimed to make allowances with minority persons on police records.

- f. Employer Subjected to Restrictive Practices--one of the most significant factors is that of the employer who is subjected to restrictive practices imposed upon him by other entities...he feels that he is a captive and not free to make his own decisions. The bonding company may restrict him. Workmen's compensation insurance carriers may be restrictive. These are influences which can operate in a discriminatory manner. Also unions may take full responsibility for the selection of applicants, and discriminatory practices may lie with the unions. The apprenticeship programs also have limited the acceptance of minority persons by means of unnecessarily difficult tests or other entrance requirements.

The Author's Evaluation of the Data:

"...all responses have been treated as valid data for purposes of this summary. The sample is too small and the methods too exploratory to utilize the data extensively. It is simply assumed that there are biases, unfair practices and di-vergent points of view which lead to guarded reaction at best and to fanciful responses at worst. Therefore, the data should not be accepted as forming a meaningful survey in itself. The interviewers' impressions reported are thought to have a greater degree of validity, though it must be recognized that the deliberately one-sided nature of this exploration does not permit verification or systematic correction of the impressions formed.

Information is presented concerning the perceptions of business, but no evaluation is made of the validity of those perceptions.

The author concludes that a larger scale study with the same goals, using similar methods would not be worthwhile. The reasons for these conclusions are:

1. There are investigations done in other locales which will give the Civil Rights Commission sufficient general information for planning and action.
2. A plethora of studies, questionnaires, surveys, and investigations already burden businessmen to the point that they are resistant to the concept. Further efforts to gain information should minimize the negative attitude of business--any approach other than a survey is to be preferred.
3. The major consideration in planning a study is whether or not it is likely to work or to provide the necessary information. The author does not think that a larger scale survey will do this because of the problem of validity. If one accepts at face values the employers' responses, one would think that they are doing all they know how to do to comply with Civil Rights legislation. This is probably not the case and

the employer gives guarded and sometime fanciful responses out of his fear of what might happen if he admitted the true conditions. It also appears from this study that the employer really doesn't know how to cope with the changes necessary. He doesn't actually know how to improve his hiring supervisory and recruiting practices. He doesn't know what affirmative action is.

Recommendations:

The following alternatives to a more comprehensive study were recommended:

- a. That the Commission seek to build an image which will not foster the present attitudes of fear and resentment, but make an attempt to replace the present hostility with trust and respect. Business should learn to expect help from the Commission which might be initiated by asking employers to report on programs they have started...offering practical assistance in personnel and civil rights problems...working to establish more regular communication between employers and the Civil Rights Commission...asking employers to describe the problems they are having in meeting requirements and encouraging them to ask for help in working with the problems.
- b. It is suggested that a policy manual be developed for the small businessman.
- c. Provide for training of supervisory personnel.
- d. Offering assistance in developing procedures which will aid supervisors in making objective and fair choices concerning training and promoting personnel.
- e. Suggest means for employers to encourage minority persons. Encourage continued training for the hard-core and other disadvantaged beyond the hiring stage.
- f. Insist that training agencies do a thorough job of teaching minority persons the value

of making valid applications, seeking to create a good impression and applying for jobs in which they are really interested and have an expectation of success.

- g. Sponsor panels and seminars regarding the usefulness and validity of certain types of data, references, police records, etc. Offer businessmen information as to how he can obtain more meaningful information for his decision-making.
- h. Conduct a separate survey of the attitudes, opinions and perceptions of employees, trainees, rejectees of a representative sample of companies. This might illustrate the discrepancy between employer and employee point of view...but do not imply that this is an "investigation" but merely as an aid to better functioning.
- i. Conduct cross sectional studies on very specific issues using questionnaire and interview verification techniques.

The Commission decided to request the same firm (Reynolds, Merrill, Brunson and Associates) to draw up a recommended policy manual which the Commission could use in offering affirmative assistance to employers. A copy of this manual has been submitted and is currently being revised to fit the principles of the Commission. This should be available soon from the Commission.

Another outgrowth of this result was the determination to build a more positive image for the Commission through a stepped-up Public Relations Program, through workshops, conferences and individual consultation and provision of sensitivity training to employers. In addition, more surveys are planned in order to develop programs for voluntary compliance and point the way for the planning of conferences and programs which will assist employers, apartment house managers, landlords and others.

**IX. Compliance Survey of School District Application Forms
by Eleanor G. Crow (1967).**

In March 1967, a letter with the researcher's home address and signature was sent to all of the 180 school districts in the State of Colorado requesting "application forms and other instructions and requirements necessary for applying for a teaching position" in that particular school district.

The forms received were inspected for violations of the "Colorado Anti-Discrimination Law of 1957" (1963 C.R.S. Chapter 80, Article 21, (as amended) (1) and (5) and Regulation Number Three of the Civil Rights Commission. These statutes prohibit an employer from using "any form of application for employment" or making "any inquiry in connection with prospective employment...which expresses either directly or indirectly, any limitation, specification or discrimination as to race, creed, color, national origin or ancestry, or intent to make any limitation, specification or discrimination unless based upon a bona fide occupational qualification, or is required by and given to an agency of government for security reasons."

Regulation Number Three: (Refer to Laws, Rules and Regulations of the Colorado Civil Rights Commission State of Colorado, CRC-LRR-1-66).

"No employer, employment agency or labor organization as defined in C.R.S. 1963, 80-21-2 shall suggest or require any person to submit a photograph of himself to such employer, employment agency or labor organization prior to the employment or placement of such person, unless the requirement is based upon a bona fide occupational qualification."

Table IX-1 below indicates the result of an analysis of the violations.

Table IX-1
Compliance Survey
School District Application Form Violations
March 1967

Total Number of School Districts	180	100.0%
Total Number of School Districts replying	140	77.8
Number of School Districts requiring a letter <u>only</u>	32	22.9

Table IX-1 Cont.

Number of School Districts submitting forms	108	84.3%
Number of application forms which were in compliance	41	38.0
The number with 1 violation	40	37.0
" " " 2 "	12	11.1
" " " 3 "	10	9.3
" " " 4 "	4	3.7
" " " 5 "	1	.9
Total number with violations	67	62.0%
Total number of application forms	108	100.0%

The tables show that 38% of the application forms were in compliance with the law and 62% of the school districts had at least one violation. The highest percentage of violations were in requesting photographs.

The school districts had been surveyed for compliance in 1963, but had not complied after four years.

A letter was sent to each school district which was not in compliance, pointing out the specific violation, enclosing a copy of About Application Forms and requesting an immediate reply. Replies were received from these school districts but many with protests.

It was also found that the teacher placement division of the Colorado State Employment Service also attached photographs.

TWO ADDITIONAL SURVEYS are included in the appendix:

Ethnic Census of Colorado's Institutions of Higher Learning--
Colorado Civil Rights Commission--Compiled by Eleanor G. Crow
April 1969. (See Appendix)

Survey of Employment Agencies in the Denver Metropolitan Area--
May 1969, directed by Eleanor G. Crow, Colorado Civil Rights
Commission. (See Apper.dix)

X. Investigative Procedures of the Colorado Civil Rights Commission: --Mitchel R. Goldberg and Jack N. Hyatt

The summer of 1967, two law students from the University of Colorado School of Law, Mitchel R. Goldberg and Jack N. Hyatt, conducted a study of the Commission's investigative procedures under a grant from the Walter E. Meyer Research Institute of Law Foundation. The Commission has a few copies of this report and it was subsequently published in the University of Colorado Law Review. (Volume 40, No. 1, Fall 1967, pp. 97-132.)

In addition to interviewing investigators, the researchers sent questionnaires to both respondents and complainants to determine their attitudes and reactions towards the Commission.

The conclusions reached by the study are:

While a preponderance of individuals involved with the Commission are satisfied with its operation, the results of our observations and the questionnaire indicate six major problem areas:

1. Length of time required to dispose of the average case is too long. It is recommended that each investigator spend one day a week in evaluating his cases and that the coordinator improve the time period taken to dispose of case and send proper letters.
2. The use of departmentalization discourages personal contact between the investigator and the complainant. The most efficient time to meet the complainant is when he files the complaint. Hence, it is highly recommended that if departmentalization must continue, that the Commission enact the policy of having the complainant meet the investigator during the filing of the complaint if possible. At least one personal contact should be provided between the investigator and the complainant.
3. The Commission should be allowed to dismiss frivolous complaints as well as those over which it lacks jurisdiction. The educational dialogue could still be conducted and the positive effect would be that of not alienating those respondents who feel that a thorough investigation of a case which has no merit is a waste of the respondent's and the taxpayer's time and money. A phone call should be sufficient in some cases.

4. Negative reactions were obtained from the "surprise contact." It wastes time and generally alienates the respondent. We recommend that it rarely be employed.
5. Greatest internal defect in the investigatory process is the lack of periodically informing both the complainant and the respondent of the status of their case. They should be periodically informed with a form letter.
6. The Commission is deficient in training investigators in the techniques of interviewing. A continuing in-service program is needed to discover any individual weaknesses and correct them before they become habits.

Other areas where there could be more efficient handling are: (1) a higher degree of preparedness before initial contact with respondent and (2) use of various checklist guides for keeping of better records.

This report recognizes the need for the Commission to reconsider the effectiveness of complaint handling as its major function and attempt to expand its functions in the educational area.

C. Conferences, Workshops, Luncheons, Etc.

During 1965-66, four Equal Employment workshops were held in collaboration with the Equal Employment Opportunity Commission and the Bureau of Apprenticeship Training, U. S. Department of Labor. The purpose of these workshops was to acquaint employers throughout the State with both the Colorado Anti-Discrimination Act of 1957 (Fair Employment) and the, then, newly-passed Civil Rights Act of 1964 (Federal) Title VII. The conferences were held during the same week in Denver, Colorado Springs, Pueblo and Grand Junction. Nationally known speakers were obtained from the U. S. Government, local universities and labor unions.

In June-July, 1966, the Commission hosted the International Conference of Commissions on Human Rights at the Stanley Hotel, Estes Park. This conference was attended by approximately 450 persons from throughout the United States and Canada. This was a major project for the Commission using considerable staff time and resources. A published report on this conference is available from the Commission Office.

An all-day conference of Contract Compliance Officers and Equal Opportunity Officers, arranged by the Commission, was held on January 17, 1967 at the Diplomat Motor Hotel. The meeting was attended by approximately 50 persons. There was considerable discussion of the problems of these two groups and the necessity for a clearinghouse to share information and coordinate programs and reviews. It was agreed that there was also a need for two groups, one for compliance officers and the other for equal employment opportunity officers. A need for a center to assist in locating and recruiting minority group employees was also suggested.

The January conference was followed by a meeting of compliance, labor union and industry representatives on September 15, 1967. Don Slaiman, Civil Rights Director of the AFL-CIO, Washington, D. C. Ben Siegal and Vincent Ximenes of the Equal Employment Opportunity Commission were among the speakers. Approximately 150 persons were in attendance. The meeting was a joint enterprise of the Commission, the Equal Employment Opportunity Commission and the Colorado Labor Council. It was apparent that the problems of the Hispanos were not fully recognized in Washington.

During 1967-68 academic year, the Director and Assistant Director initiated a series of courses in Negro History offered to students at Colorado State College, Greeley and Colorado State University, Ft. Collins.

Fact-finding hearings were held at Colorado State University, Ft. Collins, March, 1968. (Summarized under Surveys and Research Reports.)

During the year 1967-68, the Commission co-sponsored 22 meetings and workshops or conferences. The 11 staff members made 225 public appearances.

During 1968-69, in addition to the many talks and discussions held with industry, the Commission initiated the program of offering sensitivity-type workshops for employers. In September, 1968, two two-hour workshops were presented to the top management at Martin-Marrietta. A series of three two-hour workshops were conducted for supervisory personnel at Montgomery Ward Catalog Department, and the staff of the Department of Juvenile Parole a four-hour workshop was held. Short one or two-hour sensitivity training has been given to classes at Denver University, Western Electric, Wilson Packing Co. Chevron Oil Co. and others.

In November, 1968, a breakfast was co-sponsored with the Denver Commission on Community Relations to explore methods of combating white racism in the Denver Metropolitan area. This was followed up with a luncheon to develop a coordinating agency for the sixteen human relations councils in the Metropolitan area. A proposal has been drafted and a committee is currently seeking funds for the establishment of such a coordinating center.

February 12, 1969, the Commission, in conjunction with the Department of Behavioral Sciences at Southern Colorado State College in Pueblo, co-sponsored a conference on curriculum for training Human Rights workers. Approximately 150 persons attended with registrations from other states included.

Throughout these three years, members of the staff have assisted in co-sponsoring, planning, discussion group leadership, resource persons and speakers at many conferences and workshops sponsored by the Anti-Defamation League of B'nai B'rith, National Conference of Christians and Jews, Metropolitan Denver Adult Education Council, Denver Commission on Community Relations, Metro Denver Fair Housing Center, Littleton Council on Human Relations and other Human Relations Councils, Commissions and churches.

D. Human Relations Awards

The Human Relations Award of the Civil Rights Commission was established in 1965 to give recognition and show appreciation to an individual or organization which has made a significant contribution to intergroup relations within the State of Colorado. Nominations for the Award are solicited from organizations and persons active in human relations. Final selection of the recipient is made by the Commissioners.

The first Award was presented in 1965 to Mr. Sheldon Steinhauser, Director of the Mountain States Regional Office of the Anti-Defamation League of B'nai B'rith, July 17, at Park Hill Methodist Church. The principal speaker was Bishop James A. Pike of San Francisco.

The Second Annual Human Relations Award Dinner was held November 26, 1966 at the University of Denver Student Union. The recipient of the Commission's second Award was International Business Machines Corporation, Boulder. Mr. Richard J. Whalen, General Manager, received the Award for IBM, Boulder. The featured speaker of the evening was Mr. Clarence Mitchell, Director of the Washington Bureau of the National Association for the Advancement of Colored People (NAACP).

The Third Human Relations Award Dinner was held on December 9, 1966 at the Knights of Columbus Hall, 1555 Grant Street. Senator George L. Brown was the recipient of the 1967 Human Relations Award. Senator Brown was commended for carrying on the spirit of Barney Ford, an early Colorado resident and runaway slave, who almost single-handedly defeated Statehood for Colorado twice because the State Constitution would have granted the vote in the new State to "white males only." Senator Brown became the first Negro to be elected to the State Senate where he was responsible for pushing the enactment of the "Anti-Discrimination Act of 1957" which gave the State a strong fair employment practices law and established the Commission in its present form. Senator Brown was also the sponsor of "The Fair Housing Act of 1959" and its 1965 amendments. In presenting the Award, Commissioner Sisneros acclaimed Senator Brown as the "Father of the Civil Rights Commission." The topic of the main address was "The Current Dilemma" presented by Edwin C. Berry, Director of the Chicago Urban League.

E. Press Releases and Newsletters

This area was not the responsibility of any one staff member during this period. Many press releases were distributed throughout the State announcing major decisions and actions of the Commission. (About 30 per year.)

The newsletters have been published on an irregular basis. They are distributed throughout the State and nation. A specialist was hired April 1, 1969 to handle this area. He is publishing the Newsletter monthly and is developing continued, more frequent and better relations with the news media.

F. Radio and TV Programs

The Director and Assistant Director and other staff members have participated in many radio and TV programs. Various radio and TV stations have expressed an interest in having the Commission offer an occasional program. In August, 1968, the Commission was contacted by Duke King of KOA Radio offering the Commission all of their public service announcement time on FM with the possibility of extending to AM later. A proposal for radio programs was formulated and presented to KOA following which we were requested to produce as many spot announcements as possible. About thirty announcements were turned over to KOA before October 1. Additional announcements have been composed since then and contributions from other Human Relations groups aired under Commission sponsorship. In November, a luncheon was sponsored by

the Commission for all the local radio stations. As a result, interest has been expressed by other stations and plans are under way for programs on KIMN, KYMR and KTLN, in addition to KOA. The Research and Education Specialists are developing a variety of programs. The programs on KOA-FM have been played approximately four times an hour, 13 hours a day since October 1, 1968, making about 8,820 announcements.

Station KYMR-FM has offered the Commission a variety of programs. KIMN will produce one or two half-hour Negro History programs planned by the Commission. Channel 9 is presenting 50-second TV editorials and other plans are developing. The general goals in the Commission's radio programming are:

1. To challenge the attitudes of the white majority.
2. To change the self-image of Negroes, Hispanos, Indians and Orientals.
3. To challenge and change the stereotypes and myths that create the majority group attitude toward minorities.
4. What is being done about the problems? What can I do?

G. Information

The Commission receives requests daily for minority group statistics, literature, assistance on research projects and term papers, these and letters from libraries or researchers throughout the world. Many hours are spent consulting with the public and providing information, answering letters, telephone calls and compiling statistical information or gathering resource materials.

H. Affirmative Action

It has been a long-range goal of the Commission to work with employers, landlords and realtors to aid in planning and implementing positive programs for hiring minority group persons and creating a situation or atmosphere in which Civil Rights complaints will not develop. Part of this program is to offer workshops for management, supervisors, and fellow employees. Other aspects are concerned with notifying employers of the new Commission Testing Policy and offering to work with them to develop more flexible and possibly more effective job requirements, hiring and promotional programs. This has been done at Case Conciliation Conferences as part of the conciliation process and through additional visits or workshops. Additional plans call for stepped-up work in this area to make more personal contacts with employers to discuss positive approaches and offer consulting services in ways of improving the human relations aspects of employment.

The State Contract Compliance Program (See Executive Order-- Equal Opportunity Section III and Chapter VIII.) is such a program when fully implemented. The EEOC and Plans for Progress have issued good booklets on affirmative action. The following are affirmative action requirements used by the Office of Federal Contract Compliance:

WHAT IS AFFIRMATIVE ACTION?

All Government contracts have the following statement: "The contractor will take affirmative action to insure that applicants are employed, and that employees are treated, during employment, without regard to their race, creed, color or national origin."

Policy:

1. Publication and dissemination of a clearly stated and written policy of equal employment opportunity over the signature of the principal officer.
2. Establishment of a system of control and feedback to assure the application of policy at all levels.
3. Orientation lectures for all supervisory personnel as well as employees to insure their familiarity with company policy.
4. Inclusion of policy statement in all employee-management publications (Handbook, newsletters, magazines, etc.).
5. Appointment of equal employment policy officer charged with responsibility of securing compliance and advising corporate officials of progress.
6. Distribute copies of Equal Employment Policy to new employees at time of hire.

Recruitment:

7. Notification in writing to all recruitment sources that the contractor, as an Equal Opportunity Employer, solicits referral of qualified applicants without regard to race, creed, color or national origin. (This should include active recruitment through minority group sources--Urban League, NAACP, LARASA, SER and minority newspapers.)

8. Use of approved slogan, emblem or statement in all recruitment advertising media. (e.g. "Equal Opportunity Employer.")

9. Discontinue use of employee referral system as the sole source of recruitment unless proven to be administered so as to assure equality of opportunity.

10. Seek, employ and develop minority group personnel, as well as others, in white collar classifications to insure that the best talents and abilities of the nation's manpower resources are utilized most advantageously.

Hiring:

11. Solicit the services of the Minority Group Specialist in the local State Employment Office for the referral of qualified personnel.

12. Solicit cooperation of academic and vocational schools to establish curricula which will provide the skills and education necessary to fulfill your manpower requirements.

13. Invite minority group leaders to visit and tour your facilities and explain to them your program of Equal Employment Opportunity.

14. Solicit directly the support of responsible and appropriate community agencies to assist in recruiting efforts.

15. Insure that employment pre-requisites are equitably administered. (Education and/or testing factors should be identical for all applicants.)

16. Remove all reference to race, color, creed or national origin from pre-employment applications.

17. Maintain any racial identity only in post-employment files separate and apart from active personnel folders or records to avoid misuse.

18. Eliminate segregated wash-rooms, cafeterias, smoking areas, locker-rooms, drinking fountains, time clocks, pay lines, contractor-sponsored recreational programs, etc.

Posters:

19. Display Equal Employment Opportunity posters in conspicuous areas throughout the plant. Posters should be displayed in the interviewing and testing areas, as well as bulletin boards.

20. Post Standard Form 38 in conspicuous areas of plant. (The poster of the Colorado Civil Rights Commission is required by a Commission Regulation.)

Unions:

21. Secure statement in writing from employee bargaining representatives (unions) indicating that their policies and practices are consistent with the provisions of the Orders.

22. Modify existing collective bargaining agreements, where necessary, to eliminate restrictive barriers established by: (a) Dual lines of seniority based on race, (b) Dual rates of pay based on race, and (c) Dual lines of promotion or progression based on race.

23. Negotiate for the inclusion of non-discrimination clause in union contracts.

Promotion:

24. Re-evaluate qualifications of lower echelon minority group employees to insure equal consideration for job progression based on standards and qualifications which should be no higher or no lower than those established for white employees.

25. Notify all eligible employees of promotion opportunities or vacancies available to insure equal opportunity to compete.

Training:

26. Consider establishing new training programs and classes in facility if outside programs are inadequate or unavailable to minority groups.

I. In-Service Training

A Handbook for Civil Rights Specialists was developed as both a reference book for Specialists and as a training aid.

Films, speakers and discussions of pertinent subjects has been provided on a monthly basis.

Several specially planned symposia have been held with staff and Commissioners with the goals of promoting better communication, understanding and developing a unified philosophy. A variety of techniques have been used including role playing of case handling, use of outside consultants and discussions. Such intensive meetings seemed extremely valuable and should be held on a regular basis.

The in-service training is organized around core subjects which include:

1. Understanding prejudice--in others and in ourselves.
2. Understanding prejudiced people--how to work with respondents.
3. Discrimination--how to detect its subtler forms.
(verbal and non-verbal cues)
4. Communication--with different types of persons--how to effect change through communication.
5. Development of interpersonal sensitivity.
6. Review of recent literature, ideas and developments in Civil Rights.

Outside speakers have been invited to speak at Commission meetings.

The Director of complaint handling is responsible for the training of new investigators and has held regular training sessions. These include visits to other agencies as well as an intensive study of the laws, procedures and methods of case handling and investigation procedures. The Director of Investigation and Enforcement has recently attended an intensive training session with EEOC and the investigative process will be intensified during the coming year.

A two-day symposium was held for staff and Commissioners September 23 and 24, 1967 at the Heart O' Denver Motel. The program consisted of outside speakers, role-playing and discussion.

Some staff members have attended outside courses--Race Relations Institute at Fisk University in Nashville, Tennessee, the Workshops of the Metropolitan Denver Adult Council and other conferences and workshops as time and funds allowed.

J. Work with Colleges and Universities

The Director and Assistant Director have scheduled visits with all of the college and university presidents in the State to encourage these institutions to develop and implement active Human Relations programs including (1) recruiting more minority group students, (2) hiring more minority group professors and teaching staff, (3) establishing human relations committees, (4) publicizing the college's non-discriminatory policies, (5) providing financial aid and educational support for minority students and (6) discussing the importance of ethnic studies programs. A copy of the report on the Fact-Finding Hearings held at Colorado State University was sent to each college and university in the State.

The Commission staff were the only observers invited to attend the Hearings on discrimination against athletes at the University of Colorado in the Spring of 1968.

The Commission has accepted complaints from students at Colorado State University but worked with the Human Relations Committee in resolving the situations.

When student disturbances have occurred, which involved minority students, the Commission has sent representatives to help with the resolution of the problems. An ethnic census of colleges and universities was conducted in the Spring of 1969 and is included. (Appendix)

K. Public Schools

The Commission has taken positive steps to improve the racial and ethnic climate and equality of educational opportunity in the public schools of the State.

The first step was the decision to accept formal complaints against schools under the Public Accommodations Law. Parents may file a complaint with the Commission alleging discrimination in the treatment of their children. The case will be thoroughly investigated and attempts made to reach a satisfactory settlement. Cases have been handled involving exclusion from school, suspension, physical violence by teachers, use of derogatory expressions and discriminatory grading.

The minority group members of the Commission staff have exerted a positive influence in working with Black and Brown students in tense situations which have developed at East High School, Gove Junior High School and West High in Denver and in Colorado Springs.

The Assistant Director worked on a task force developing a fifth grade minority history curriculum for the Denver Public Schools. The Education Specialist worked on a curriculum committee of concerned citizens to urge the inclusion of ethnic history and human relations curriculum in the Boulder Valley Schools. She also drew up recommendations for a Human Relations Program for the Boulder Valley Schools.

The Littleton Council for Human Relations was successful in establishing a Human Relations Program in School District #14 in Arapahoe County.

Other school districts have been contacted in the course of investigating employment complaints during which recommendations have been made for improving the Human Relations Programs in these school districts. One employment complaint against a school district went to a public hearing. (See Chapter VI under Hearings, Gallegos vs. School District Re-1, Bent County.)

Denver has a situation of de facto segregation. The Commission has taken an active role in attempting to eliminate de facto segregation of both Negroes and Hispanos and to improve the quality of education for all children. The Gilberts' Report was studied and a position taken recommending a more extensive program which would eliminate segregation at the elementary school level.

In addition, the Commission is undertaking a study of the schools to determine the areas most in need of change. Statistics have been compiled which show that children in minority schools are not receiving the same education as those in majority schools. This will be a continuing concern of the Commission.

The Commission filed a complaint with the U. S. Department of Health, Education and Welfare in January, 1969 against the Denver Public Schools for failing to provide equal educational opportunities. Action on this complaint was withheld until after the School Board Election, May 20, 1969, and its subsequent rescission of resolutions which would have improved the present situation.

The 1969 State Legislature amended the Public Accommodations Law (C.R.S. Chapter 25-1-1) to specifically, among other changes updating the law, to name educational institutions a place of public accommodation.

Chapter VII
COMMUNITY ACTION

With the current state of unrest in the nation, the Commission recognized the need to work with people in the communities where they live. To meet this need, full-time offices were established in two Denver Action Centers with service at the other Action Centers provided. It was felt that this would enhance the communication between the people and the Commission. The program provides to the people, where they are, immediate recourse to corrective action for real and imagined wrongs and has built up a feeling in the minority communities that the Commission is established to serve them and is not just another bureaucracy. The program has increased the case load, and at the same time has nearly doubled the participation of the Hispanos in the complaint process.

The Specialists in the Actions Centers have participated actively in the community programs of the Action Centers, including sponsoring a float in a parade!! Job announcements are posted on 12 bulletin boards in the minority communities; these include City, State and Federal job announcements as well as those in private industry.

The Commission participated in a Job Fair and sponsored a Commission booth.

A variety of people have been assisted in obtaining workmen's compensation and unemployment benefits.

The Community Action Specialists have represented the Commission in a number of neighborhood programs and Model Cities, CALM, and other community activities, especially those aimed at reducing racial tension. One of the Community Action Specialists included the duties of job developer and contacted a number of employers to encourage the hiring of minority people and referred a number of job seekers to those places which indicated a desire to hire minority employees.

Public contacts were made with ministers of churches and other civic and community organizations in the area to arrange speaking engagements to publicize the office and describe the work of the Commission.

Much counseling and referral to other agencies is done at the Action Center Offices.

In maintaining contact with the "grass roots" community, the Specialist keeps in touch with Target area problems and potential "trouble" spots. The Action Center Specialists have been "on the spot" at explosive situations at public schools and certain "Drive-ins" where trouble has existed. They were able to assist in working out solutions and controlling explosive situations. During one troubled period in the summer of 1967, the Director, in collaboration with other leading Negroes in the City, spent more than a week helping to keep a "hot" spot from getting out of control.

There have been instances when a complainant who filed a complaint said that he felt like breaking the windows, etc., but was glad that there was legal recourse for him to take. This is a program of 'Riot Prevention' rather than 'Riot Control.'

The Commission staff have assisted cities in setting up Human Relations Commissions and have assisted groups interested in forming Human Relations Councils. A list of the Human Relations Commissions, Committees and Councils is included in the Appendix. There are approximately 16 such Councils in the Denver Metropolitan area. A number of these groups took active form shortly after the assassination of Martin Luther King, Jr. in April, 1968.

The Commission also has offered assistance in the establishment of a Metro Denver Coordinating Center for Human Relations.

CHAPTER VIII

THE STATE CONTRACT COMPLIANCE PROGRAM

The Governor's Equal Opportunity Executive Order of April 15, 1966, Part III, paragraph 4, provides that all contractors subject to the Executive Order must file compliance reports with the State of Colorado. The Civil Rights Commission has acted as the receiving agency for compliance reporting.

The following is based on the data received through this reporting system from July 1966 to June 1967. The tables presented indicate the degree of implementation of Equal Opportunity programs by the State agencies and the effect on the contractors doing business with the State of Colorado under the Executive Order.

The Reporting System

A total of 13 State agencies reported contracts involving total State monies expended of \$48,876,022.64 (table 1). Construction contracts of less than \$25,000 and purchase contracts of less than \$5,000 were not required to report.

All of the contractors have reported as requested and the data presented is based entirely on the figures supplied to the Civil Rights Commission by the various contractors. As sad as the picture may look, it is nonetheless the contractors' picture, no other information was gathered for this report.

The Data at a Glance

The briefest look at the data collected makes it quite clear that discrimination and apathy in regard to this equal opportunity program is not a bar to contracting with the State of Colorado.

It is clear that the reporting aspect of the Executive Order is operating effectively and that the other sections of the Executive Order have not been implemented effectively. The results of this lack of implementation is the evidence of 38 contractors who have no minority employees. (table 1, column 3)

The classic patterns of traditionalism and promotional barriers to minorities exist throughout almost all of contractor personnel structures; for example, in the classification, "Officials, Managers and Supervisors," there are 29 minorities out of a total of 836 employees reported (table 2, column 1). The data shows that in the areas where minorities usually comprise the highest percentage of the work force, the number of minorities is very low in the contractor reporting. Minority employees in the "Unskilled Classification" comprise 342 out of a total of 921.

CONTRACT COMPLIANCE DATA SUMMARY

Through July 1967

TABLE 1

STATE AGENCIES	NUMBER OF \$\$ CONTRACTED	TOTAL NUMBER OF CONTRACTORS REPORTING	NUMBER OF CONTRACTORS REPORTING WITH NO MINORITIES	NUMBER OF CONTRACTORS REPORTING WITH UNION AFFILIATION	TOTAL NUMBER EMPLOYED	TOTAL NUMBER OF ALL MINORITIES
CAPITOL BLDG. SECTION	\$ 17,598.00	2	0	2	139	8
STATE HOME-WHEATRIDGE	45,585.34	6	3	2	101	6
STATE HOSPITAL	37,122.91	4	1	0	172	19
STATE PATROL	462,135.00	3	2	0	61	6
STATE PENITENTIARY	26,781.05	3	2	1	196	15
FORT LEWIS COLLEGE	136,517.36	6	2	3	135	5
GAME & FISH DEPARTMENT	389,312.29	11	3	5	777	66
HIGHWAY DEPARTMENT	47,010,856.02	68	15	29	4,082	605
MT. VIEW GIRLS' SCHCOL	9,900.74	1	0	0	32	2
REVENUE DEPARTMENT	130,664.34	2	0	1	29	12
SO. COLO. STATE COLLEGE	38,994.09	2	0	0	53	6
WESTERN STATE COLLEGE	46,392.82	5	3	0	145	10
MISCELLANEOUS**	524,162.68	19	7	6	1,445	296
TOTAL	\$48,876,022.64	132	38	49	7,367	*1,056

**MISCELLANEOUS includes the following State Agencies--all having 3 or less contracts.

Adams State College	Div. of Commerce & Development
Mesa Jr. College	Public Health Department
Otero Jr. College	Services for the Deaf & Blind
Trinidad Jr. College	State Home & Training-Grand Junction
C.U.-Boulder	State Reformatory
Education Department	State Veterans Center
Employment Department	State Board of Stock Inspection
Comp. Insurance Fund	

* 185 Negro
842 Spanish Ancestry
29 Other Minority

CONTACT BREAKDOWN BY JOB CLASSIFICATION WITH RELATION TO NUMBER OF MINORITY EMPLOYEES
BY AGENCIES

TABLE 2

STATE AGENCIES	OFFICIALS, MANAGERS & SUPERVISORS			PROFESSION- AL			TECHNICAL			SALES WORKERS			SKILLED WORKERS			TOTALS FOR TABLE 2		
	T	N	O	T	N	O	T	N	O	T	N	O	T	N	O	T	N	O
CAPITOL BLDG. SECTION	5			7			7						92	1	4	111	1	4
STATE HOME-WHEATRIDGE	14			1			5			9			42	1	4	71	1	4
STATE HOSPITAL	13	1	1							32	2		17	1	1	62	1	4
STATE PATROL	12									20			20	1	4	52	1	4
STATE PENITENTIARY	19						1			60	1		1			81		1
FORT LEWIS COLLEGE	23			3			4			32			11	1	1	73	1	1
GAME & FISH DEPARTMENT	100	2	1	6		1	27			126	1		164	3	9	423	3	12
HIGHWAY DEPARTMENT	475	3	14	58			53	2	2	249	3		1667	19	161	2502	24	180
MT. VIEW GIRLS' SCHOOL	5						3			13			1			22		
REVENUE DEPARTMENT	3	1								4	1		13	3	1	20	5	1
SO. COLO. STATE COLLEGE	9									10	1		25		3	44		4
WESTERN STATE COLLEGE	21			5						46	1		15		2	87		3
MISCELLANEOUS**	137		3	28	1	2	56			167	1	2	509	24	101	897	25	107
TOTALS	836	4	20	108	1	2	156	2	2	768	1	10	2577	54	291	4445	62	325

* T = TOTAL

N = NEGRO

S = SPANISH ANCESTRY

O = OTHER MINORITY GROUP

**See TABLE 1 for MISCELLANEOUS breakdown.

CONF STOR'S BREAKDOWN BY JOB CLASSIFICATION WITH RELATION TO NUMBER OF MINORITY EMPLOYEES (Cont'd.)

BY AGENCIES

TABLE 3

BY AGENCIES	TABLE 3												TABLE 3															
	OFFICE & CLERICAL WORKERS				APPRENTICES				SEMI-SKILLED WORKERS				SERVICE WORKERS				UNSKILLED WORKERS				TOTALS FOR TABLE 3				GRAND TOTAL TABLES 2 & 3			
	T	N	S	O	T	N	S	O	T	N	S	O	T	N	S	O	T	N	S	O	T	N	S	O	T	N	S	O
CAPITOL BLDG. SECTION	8			2					10				6				4				28				139			17
STATE HOME-WHEATRIDGE	14								5				3				8				30				101			14
STATE HOSPITAL	71	1		3						30	5		6	1	1		3	1	1		110	3	10		172	4		14
STATE PATROL	6									1	1		2								9				61			15
STATE PENITENTIARY	33			1						2			80	1	12						115	1	13		196			14
FORT LEWIS COLLEGE	34									14	2		3		1		11				62				135			14
GAME & FISH DEPARTMENT	165	1		5	1	16		4		30	3	1	12	1	2	2	13	13	10	5	354	18	22	9	777	21		34
HIGHWAY DEPARTMENT	345	1	13	2	27	5	3			515	8	87	26	1	2		667	34	244		1580	49	349	2	4082	73		529
MT. VIEW GIRLS' SCHOOL	5									4	1		1		1						10		1		32			1
REVENUE DEPARTMENT	6	3	1			3	2														9	5	1		29			10
SO.COLO. STATE COLLEGE	4									4	2						1				9		2		53			6
WESTERN STATE COLLEGE	32			1						7	2		16	3			3				58	3	3		145	3		6
MISCELLANEOUS**	182	1	13	1	84	1	13	3		161	17	56	28	11	7		93	13	20		548	43	109	4	1445	68		216
TOTALS	905	7	39	4	145	8	20	3		768	29	156	183	18	26	2	921	61	276	5	2922	123	57	15	7367	185		842

**See TABLE 1 for MISCELLANEOUS breakdown.

*T = TOTAL

N = NEGRO

S = SPANISH ANCESTRY

O = OTHER MINORITY GROUP

More Involvement is Required

This situation is not as bleak as it appears. The first phase of the Executive Order, the reporting system, points out the areas of need and the errors of the initial approach toward implementation of the Executive Order. The data gathered clearly illustrates the need to emphasize Part III, sections 1, 2, 3, and 5, especially section 5 which states that a contractor's non-compliance will result in a cancellation of the contract. The enforcement of this section is necessary to maintain the viability of the Executive Order. The primary responsibility for determining non-compliance has been left to the Civil Rights Commission. The Commission has neither the staff nor the budget to accurately determine whether a company doing business with the State has discriminatory personnel policies or functioning affirmative action programs.

The enforcement of such an important program cannot be the sole responsibility of one agency. The entire State government must show a positive commitment to a policy of Equal Opportunity and a willingness to enforce the Executive Order.

Preaward System

All bids for contracts with the State of Colorado must contain an Equal Employment program before the bid will be considered. Reviews of the contractor will be based on the degree of implementation of the submitted Equal Employment program. This requires an amendment to the Executive Order of 1966.

Methods of Further Implementation

Methods can be adopted which would give this Executive Order real power and meaning.

One such method is the formation of a committee made up of representatives from agencies dispensing the greatest amounts of money; such as the Highway Department, Revenue Department, Game & Fish Department, and a representative from the Civil Rights Commission to examine reports submitted and conduct reviews on the employing site. This committee would then certify compliance or determine what action must be taken to bring a contractor into compliance.

Another method utilized by other States is the appointment by the Governor of a compliance officer who acts independently of any State agency, reviewing contractors and reporting his findings directly to the Governor.

Regardless of the method selected, some type of adequate review system must be adopted to see that all of Colorado's citizens are given real equal opportunity. If further implementation is not attempted soon the Executive Order will dissolve into another meaningless, fact gathering mechanism.

CHAPTER IX

THE METRO DENVER FAIR HOUSING CENTER

The Metro Denver Fair Housing Center opened in January 1966 manned by volunteers. It was aided in its birth by the Religious Council on Human Relations for Metropolitan Denver, the Governor of Colorado through a grant from the Civil Rights Commission of \$10,000 and a grant from the Mayor of the City of Denver totaling \$20,000.

The Fair Housing Center was created to help persons of all races and ethnic backgrounds understand and benefit from the provisions of the Colorado Fair Housing Law and was dedicated to the goal of making "ghetto" a word of the past. The Center acts as a coordinating agency which provides a systematic, comprehensive service to the metropolitan community as it works to erase the ills of segregation which perpetuate bigotry, prejudice and poverty.

In June 1967, the Center received a grant from the Office of Economic Opportunity for a Low-Income Housing Demonstration Project. This enabled the Center to open five offices in the Community Action Centers.

In 1968, services were extended to Arapahoe and Adams Counties. The low-income program was also extended through the utilization of the Federal Housing Administration's 221 (h) Program.

The functions of the Fair Housing Center include the Community Services Division which helps families solve their housing problems and coordinate the work of citizens and business groups toward the goal of ending segregation in housing.

The Housing Services Department provides free assistance to families in search of housing appropriate to their needs. The staff encourages all families to consider integrative moves. It also provides guidelines for lower-income families who have never known any real freedom of choice in housing locations. Families are also assisted in conflicts with landlords, neighbors, managers, unscrupulous lenders and high-interest home-repair agents when necessary. Families are informed of the provisions of the Fair Housing Law and the function of the Civil Rights Commission in solving injustices arising from non-compliance with the law. It is organizing action groups, holding training sessions and working with employers and businesses.

Other projects include the development of housing for low and moderate-income families dispersed throughout the metropolitan area, securing financing through HUD, private and commercial investors and is establishing a revolving fund.

The Center has also assisted the Commission in handling problems which first came to the Commission's attention. They have assisted, by "testing" housing cases for the Commission, collaborated on surveys, etc. The Center has become a respected voice in the community; it is listened to by business, real estate and State and local government leaders. Because of its scope, it has become a recognized national pace-setter in the fair housing movement.

A COMPARISON OF COLORADO AND FEDERAL FAIR HOUSING LAWS

Prepared by Metro Denver Fair Housing Center

Fair housing in Colorado will be affected very little by the passage of the 1968 Federal Civil Rights Law (PL 90-284). This is because Colorado already has a fair housing law (The Colorado Fair Housing Act of 1959, as amended in 1965) which is stronger than the recently enacted Federal Civil Rights Law and is not invalidated or limited by it. In addition, the Secretary of Housing and Urban Development, the agent responsible for administration of the Federal Act, defers cases which originate in states which already have substantially similar fair housing laws to the appropriate state agency for judicial enforcement. This means that Colorado, which has such a law, retains effective jurisdiction over all cases involving unfair or discriminatory housing practices. Hence the 1968 Civil Rights Law only gives Federal support to an already strong fair housing law in Colorado.

Scope

While both laws prohibit discriminatory practices in housing because of race, creed, color or national origin, the Colorado Law adds the categories of sex and ancestry and prohibits these practices in a greater number of cases than the Federal law. In Colorado it is presently unlawful for any person to refuse to show, transfer, sell, rent or lease any housing (which includes vacant lots to be used for housing) for discriminatory reasons. The only exception to this is a room or rooms in single family dwellings where the owner resides.

The Federal law, on the other hand, only becomes effective in three stages and even then is not as broad in its application as the Colorado law. When the bill was enacted, the law became applicable to all dwellings owned or operated by the Federal Government; all dwellings built with the assistance of loans or grants from the Federal Government under agreements entered into after November 20, 1962, unless the mortgage has been paid off prior to the effective date of the law; and dwellings made available through redevelopment projects receiving Federal assistance granted after November 20, 1962.

The second stage becomes effective after December 31, 1968 and applies to all dwellings except: (1) Rooms or units in any dwellings occupied by no more than four families if the owner resides there; (2) Single family homes sold or rented by the owner,

provided that the owner does not own more than three such single family homes at one time and does not sell any other home within a twenty-four month period.

After December 31, 1969, the Federal Law becomes fully effective. Single family homes are only excepted if the sales or rental transaction takes place without the services of any real estate agents or if the housing is not advertised in a discriminatory manner.

Neither the Colorado Law nor the Federal Civil Rights Law prohibit religious organizations from offering dwellings which they operate only to members of their own faith, nor do they oblige establishments which provide to members of only one sex to make it available to the other sex. This does not mean, however, that these establishments can discriminate because of race or national origin. Similarly exempted, are non-profit, private clubs or social groups. They are permitted to restrict their lodgings to their members.

Related Discriminatory Practices

Both laws prohibit persons from engaging in discriminatory practices which would impede others from obtaining available housing. It is illegal to discriminate in the terms, conditions and privileges of housing or the of housing or the services and facilities provided in a sale, rental or lease because of color, race, creed or national origin; to indicate preference or discrimination in advertising housing; to ask or keep a record of the race, religion, or national origin of anyone seeking housing; or to obstruct or intimidate any person involved in the exercise of his rights according to either law. Under Colorado's law, financial institutions are forbidden to discriminate in making loans for the purchase, construction or maintenance of housing. After December 31, 1968, this will also be the case in the Federal Law. Employees cannot be dismissed for compliance with either law. The Federal Law also bars persons, acting for profit, from persuading others to sell or rent their homes because of the entry of a minority person into the neighborhood.

Administration

The Colorado Civil Rights Commission and the Federal Department of Housing and Urban Development (HUD) in Washington are the agencies designated to administer the respective laws. Among their responsibilities in the promotion of fair housing are the

following activities: conducting studies, publishing reports, disseminating information and sponsoring educational activities. In addition, they maintain liaisons with all private or governmental groups or agencies which are working to eliminate discriminatory practices.

Investigation of complaints about discriminatory housing practices is, however, the major function of both these agencies. Complaints may be filed up to ninety days after an alleged discriminatory practice has taken place under Colorado law, and up to one-hundred and eighty days under the Federal Law. These agencies are empowered to subpoena witnesses, records, documents and all other evidence pertinent to the case. If there is no evidence to show that a discriminatory housing practice has taken place, the case is dismissed. If there is substantial evidence, remedial action is initiated.

Enforcement

The Civil Rights Commission in Colorado has been given stronger powers for enforcement than the Secretary of HUD. When evidence points to a discriminatory practice, the Secretary of HUD may try through conference, conciliation and persuasion to remedy the alleged discriminatory housing practice.

If his efforts fail, the aggrieved individual or the Attorney General must initiate action in the appropriate U. S. District Court against the individual who committed the unfair practice. In states where existing local laws are as strong as the Federal Law, as is the case in Colorado, the appropriate state agency is notified and the Secretary withdraws from the case.

In the event that the individual is not covered by local laws and must take his case to court under the Federal Law, he is given the right to an expeditious trial. An attorney may be appointed for those who cannot afford court costs and the trial may begin without the payment of any fees or security. If the court finds that a discriminatory housing practice has in fact taken place, the court may prohibit the defendant from engaging in discriminatory practices, order that he make housing available, order permanent or temporary injunctions and grant damages of not more than \$1,000 together with court costs and attorney's fees.

Under Colorado Law, on the other hand, the Civil Rights Commission is empowered to conduct hearings on all general discriminatory housing practices and issue remedial orders or injunctions through the office of the State Attorney General. In the initial stages of a complaint, the Commission can issue orders to show housing and disclose all the pertinent information related to it. If a discriminating party refuses, the complaint can then be taken to court. The Commission can also file a petition through the Office of the Attorney General for a court injunction prohibiting the sale, lease or rental of property if a person pursues discriminatory practices and it is believed that he is trying to make it available. These injunctions cannot exceed sixty days unless they are extended by the court, but they do require a security or bond to cover the losses of the defendant if he is found to be non-discriminatory.

The Commission conducts hearings on discriminatory housing practices once it has determined that there is ample evidence to support a complaint and all conciliatory efforts to settle the complaint have failed. Evidence is heard and reviewed at this time. If the Commission finds that the defendant has engaged in unfair housing practices, he is ordered to make the housing available for sale, rental or lease to the injured party. If the Commission decides that the defendant has not engaged in discriminatory practices, the complaint is dismissed and the bond or security is forfeited if an injunction has been obtained and a bond required.

The decision of the Commission is subject to judicial review by either party if an appeal is initiated within thirty days after the service of an order from the Commission. If no appeal is initiated within this time, the decision of the Commission is considered to be final, and a decree of the court for the enforcement of its orders may be obtained. If the respondent fails to comply with these orders, or makes the housing unavailable through sale or rental prior to the injunction, the plaintiff is entitled to actual damages, the cost of the court action and interest on the damages from the date of filing the complaint. In some cases, the court also requires that similar housing be made available to the injured party.

Conclusion

The Colorado Fair Housing Act of 1959, as amended in 1965, makes available a greater amount of housing to minority citizens than does the 1963 Federal Civil Rights Law. In addition, the provisions for enforcement of the law are just as strong, if not stronger, in Colorado and redress can be obtained more rapidly and directly through the State Civil Rights Commission. In short, the residents of Colorado already receive better protection of their rights than they would under the Federal Civil Rights Law.

CHAPTER X

COOPERATION WITH OTHER AGENCIES

A. Career Service Authority of the City and County of Denver

I. A Memorandum of Understanding Between the Civil Rights Commission and the City and County of Denver - Career Service Authority.

In June 1968, an understanding of a procedure for handling of discrimination cases filed with the Civil Rights Commission was developed. This procedure is directed towards resolving complaints by conference.

- a. When the Civil Rights Commission receives a complaint involving Career Service, Mrs. Ennis, a fair employment practices officer of the Career Service, is to be contacted. The complainant is required to file a complaint with Career Service within 10 days. If the 10 days has already elapsed, the complainant will still have the right to have his case investigated prior to formal appeal procedures although he may have sacrificed his right to appeal to the Career Service Board.
- b. The Civil Rights Commission Specialist takes the complaint, but with the understanding that no action will be taken until the complainant has discussed his problem with Mrs. Ennis. If Mrs. Ennis is successful in resolving the complaint, the complaint will be closed by conference.
- c. If no satisfactory settlement is reached, the Career Service, in conjunction with the Civil Rights Commission, will conduct a complete investigation which shall include a meeting with any or all of the following persons: Mrs. Ennis, or other representative of Career Service, a representative of the Department involved, the Complainant and his representative, a representative from the Civil Rights Commission, a representative of the Commission on Community Relations and a representative of the City Attorney's Office. An attempt will be made to resolve the problem at this meeting.

- d. The Civil Rights Commission will not take any formal action against the City and County of Denver until the above process has been followed and a full report to the Mayor and the Civil Rights Commission has been made.
- e. If no agreement is reached, the complainant shall have the right to request an official investigation by the Personnel Director and appeal to the Career Service Board.
- f. An attempt will be made to complete steps a., b. and c. of this procedure within 30 days of the filing of the complaint.

II. A Case Handled Under the Memorandum of Understanding with the Career Service Authority.

A Negro employee, Mr. N., filed a complaint against his white foreman. The supervisor had transferred the complainant from one part of the City to another without giving the complainant a satisfactory reason for the transfer. At the new location, the complainant was not to be allowed to take his vacation at the time requested and approved, because he did not have seniority at the new location.

The complainant had been employed by the City, at the former location, for 11 years. He had had no difficulty until the present foreman was placed over him. It had been the policy of the Department to place their employees at the plant nearest to their residence. The complainant lived about 3 blocks from the plant where he had worked for 11 years.

The foreman was often heard to make prejudicial remarks to Negroes--frequently asking the complainant why he lived in this part of town and why didn't he live out in East Denver where he belonged.

Just a week before his transfer, Mr. N., the complainant, had talked to the Superintendent of the Department about this and had been assured that he would not be transferred. Yet, on a Friday afternoon, he was informed that he was to report to another location the following Monday. When the Complainant asked why he

was being transferred, the foreman said, "It's none of your damn business", and when Mr. N. asked if it was because he is Negro, the foreman replied with, "Try and prove it!" Other minority employees feel that the foreman is prejudiced. The foreman would not let another Negro's brother, Mr. S., work there although he lived nearby saying "We've got enough S.'s out here."

Three hearings were held on this case. The first hearing concerned the issue of vacation (which was imminent). The issue of transfer was postponed until a later date, because of the absence of the Superintendent of the Department. An arrangement was worked out at the first hearing to let Mr. N. take his vacation.

At the second meeting, the Superintendent said he transferred the complainant to "remove a trouble spot." He claimed that he made three such transfers, one Negro and two Spanish Americans. The "trouble spot" seemed to be an adverse relation between supervisor and the employees.

The complainant was offered a choice of any of the other locations. He didn't accept this offer. The Committee offered the complainant another job which is a promotion and higher paying. He decided he couldn't do this because of an allergy. Finally the Committee decided to reinstate the complainant in his original location on a departmental probationary period of sixty days. If this is successful, he will be left there permanently. He accepted this offer.

Since the complainant had received his vacation and was finally reinstated at his original location, the case was closed by conference.

B. Equal Employment Opportunity Commission - U. S. Government

Several memoranda of understanding have been formulated and agreed upon with the Equal Employment Opportunity Commission. These have included:

1. Agreements on deferral of cases by the EEOC to the Colorado Civil Rights Commission which is an officially recognized deferral agency.
2. An agreement on data sharing whereby the EEOC provides the Commission with copies of Colorado Employers' EEO-1 forms. The agreement also included the reciprocal sharing of results of investigations and the way in which cases were closed.
3. A recent agreement permits the Civil Rights Commission to send some selected complaints directly to EEOC for investigation.
4. The Colorado Civil Rights Commission has acted as an intermediary to assist persons in filing complaints with EEOC, providing information to the public about EEOC e.g. distributing EEOC literature, forms and posters.
5. The Colorado Commission has administered several research and affirmative action EEOC grants under contract.
6. Cooperated with EEOC on workshops, conferences and investigator training.

C. Housing Urban Development Department

1. Under the Civil Rights Act of 1968 (Fair Housing), housing complaints will be deferred to Colorado.
2. A Civil Rights Trainee for HUD received training from the Commission.
3. A specific memorandum will probably be formulated. The Commission had memoranda of understanding with FHA and Public Housing and VA Housing.

D. Community Relations Service - U. S. Department of Justice

The Commission has especially good communication with the Denver Office, because one of the two officers is Clemith Houston, a former Civil Rights Specialist with the Commission. He is available for consultation on handling of "trouble spots."

Contacts have also been made with the Public Relations Specialists of the Community Relations Service.

E. U. S. Commission on Civil Rights

Lines of communication have been established here and cooperation and help have been obtained on educational problems, literature and as speakers at Commission-sponsored conferences.

F. Denver Commission on Community Relations

The two Commissions work on many joint meetings--e.g. Breakfast in November 1968 to work out the best ways to combat "White Racism"--radio programs--programs on de facto segregation--rumor control center--helping to man trouble spots during critical periods.

G. Local Human Relations Councils and Commissions

Providing organizational and coordinating assistance.

H. State of Colorado Civil Service Commission

A procedure has been developed for handling State Civil Service complaints (See Appendix). The Attorney General found that it is unconstitutional for the Civil Rights Commission to handle complaints against State Civil Service.

I. Workshops and Conferences have been held in cooperation with the Office of Federal Contract Compliance, Equal Employment Opportunity Officers, Colorado Labor Council, and the U.S. Bureau of Apprenticeship Training.

J. The International Association of Official Human Rights Agencies. The Commission acted as host and planned the National Conference held at Estes Park, Colorado in June-July 1966. The Commission has been represented on the planning committee for the 1967 and 1968 conferences.

CHAPTER XI

RECOMMENDATIONS

1. In order to handle the greatly increased case load, the Commission needs an increased staff which should include case investigators and secretarial help.
2. The Commission should also have a person whose main function is to work with the State Contract Compliance Program.
3. Another staff member should follow up on all cases which were settled by conference or conciliation to determine whether the respondents are complying with the agreements reached and to determine the complainant's situation. This is necessary to determine and ensure the success of the case handling procedure.
4. To adequately cover the Civil Rights problems in the State, three more branch offices, manned by a Civil Rights Specialist, should be opened in Colorado Springs, Grand Junction and Greeley. Also, the Commission has received requests from the citizens of Durango for the establishment of an office there.
5. In order to develop an adequate educational program for employers, labor unions, employment agencies, realtors, restauranteurs et.al., the Commission should have funds allotted for developing sensitivity training programs which involve bringing in minority persons from the community to "Tell it like it is." There should be a fund provided to pay such consultants.
6. More funds should be available for the training of staff members at various summer programs, workshops and other training courses.
7. The Commission should have funds allocated for sponsoring an Annual Statewide Conference on Human Rights.
8. An Omnibus Civil Rights Law prepared by the Assistant Attorney General which would completely update and improve the functioning of the Commission. This bill includes most of the desired legislative changes. Some of these are enumerated in the following sections. Several shorter bills were submitted to the legislature. A copy of the Omnibus Bill is available from the Commission Office.

9. Summary of the Proposed Omnibus Law--Includes Further Recommendations.

- a. The new law would extend coverage to include programs to reduce community-wide or state-wide imbalances in employment, education or housing opportunities with respect to racial, religious and ethnic groups.
- b. The law is written to cover employment, public accommodations, educational institutions, public services and real estate transactions and prohibit discrimination because of race, creed, color, sex, national origin or ancestry in all areas of jurisdiction (i.e. in employment, housing, public accommodations and public services). Discrimination because of age is prohibited in employment.
- c. The law proposes that the name of the Commission be changed from Civil Rights Commission to Human Rights Commission because of the connotation of the term "Civil Rights" has changed since it was first used as a legal concept. The word "Human Rights" is more appropriate to the work assigned the Commission and implies concern for the rights of all citizens.
- d. A change in the manner of holding hearings by the Commission is proposed. Under the present law, at least four Commissioners must decide a case, and if they cannot be present to conduct a hearing, a written transcript of the hearing must be prepared at considerable expense to the Commission. Because of these difficulties, there is a considerable time lag before a case can be heard and a backlog of cases awaiting a hearing develops.
- e. At present, Commissioners are unpaid for time spent at hearings. The new law provides that any Commissioner or person who sits as a hearing officer be compensated at the rate of \$75 per day.

- f. The proposed Omnibus law incorporates and streamlines the procedures for filing of complaints, conduct of investigations, conciliation and hearings. Presently, the Commission operates under three separate statutes providing for at least two different statutory procedures. The existing law would bring them together under one statute and eliminate contradictions and ambiguities.
- g. A new provision has been written which sets forth more clearly the definitions of a discriminatory act. This section would allow the Commission to cope with problems which it has previously encountered, but in which the jurisdiction of the Commission over such matters was not clearly defined.
- h. Another new section more clearly spells out the kinds of affirmative orders the Commission may enter if it finds an act of discrimination has occurred. This section would clarify the ambiguities in the present law and the requirements placed on the Commission by the Colorado Supreme Court in the case of *Commission vs. Case*, 151 Colo. 235, 380 P.2d, P.2d 34. New provisions provide for the authority of the State to cancel a contract for a person who buys property with the knowledge that it is subject to a Civil Rights complaint, the payment to the State of any profits realized through a discriminatory housing transaction and payment of damages to a complainant for discriminatory practices. At present, there are a number of cases where although discrimination practices have been shown to exist, that the complainant does not benefit and the respondent is not penalized.
- i. The procedures setting forth the manner in which an appeal may be taken are not changed but all such procedures are incorporated under one statute.
- j. The Omnibus Law extends the filing of complaints to local human rights agencies or any bona fide non-profit organization active in the area of human rights.
- k. The statutory time limit is uniformly extended to one year after the alleged discriminatory practice occurred. The statutory limit now varies from 60 days for a public accommodations case as to 90 days for a housing case and 6 months for employment cases.

1. The law specifically states that the respondent may be required to take affirmative action.
- m. A compliance procedure is specified in the law.

10. Recommendations in Education:

- a. Legislation which would implement a truly free public education---all books and materials be furnished.
- b. Stronger emphasis on hiring qualified innovative teachers for target area schools.
- c. In-Service training emphasizing an understanding of positive elements that exist in the cultures of the disadvantaged and various ethnic groups and helping teachers see the strengths upon which their teaching can be based.
- d. Legislation should be implemented to provide for racially and ethnically balanced schools at the State level.
- e. Legislation requiring the teaching of the contributions made by minorities.
- f. Legislation requiring Human Relations courses to be included in pre-service teacher education in Colorado institutions of higher learning.
- g. A specially trained cadre of teachers should be assigned by the State to work with individual faculty members in the area of human relations.
- h. That more scholarships be provided for higher education of minority groups and disadvantaged youth.
- i. Recruit more minority group teachers.

11. Recommendations Concerning Law Enforcement:

- a. Adopt legislation providing for a Police Community Relations Program which would give the law enforcement officer sensitivity training regarding minority people.
- b. Place a requirement for ongoing sensitivity training and familiarity with civil rights upon law enforcement officers. Such a program could be established in the Police Training Academy, the Civil Rights Commission or Office of the Attorney General. The funds and personnel to implement this program must be an integral part of a bill establishing the program.

- c. The Civil Rights Commission should be empowered to investigate complaints of excessive use of force under the color of the law and to hold hearings and make findings in the same manner as covered by the employment, housing, and public accommodations laws.
- d. Establish fair and effective mechanisms for the redress of grievances against the police and other municipal employees, especially in areas outside of Denver.

12. Housing:

- a. The principal change needed in the Housing Law includes relief for disadvantaged complainants who cannot afford to put up the bond for an injunction.
- b. The Housing Law should be extended to specifically cover harassment by neighbors and others although no exchange of property is involved.

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APPENDIX I

ANALYSIS OF COMPLAINTS

TABLE I

TABLE II

TABLE I

Number and types of Complaints filed with Colorado Civil Rights Commission
(1951-1969) and Group Identity of Complainants and Commission Budget

Fiscal Year	Total Formal Complaints	FORMAL COMPLAINTS				RV**	GROUP IDENTITY OF COMPLAINANTS WHO FILED FORMAL COMPLAINTS					Total Number Complaints Incl. RVs
		Employment	Housing	Public Accom.	Negro		Sp.-Am.	Other	Budget \$			
1951-52	6	6	-	0	2	4	1	1		8		
1952-53	10	10	-	0	2	6	4	0		12		
1953-54	13	13	-	0	3	9	2	2		16		
1954-55	12	12	-	0	3	5	7	0		15		
1955-56	12	12	-	0	8	7	3	2		20		
1956-57	23	23	-	0	14	10	10	3	\$ 25,940	37		
THE COLORADO ANTI-DISCRIMINATION ACT OF 1957 PASSED												
1957-58	48	30	-	18	18	35	12	1	42,275	66		
1958-59	62	56	-	6	38	51	8	2	43,605	100		
1959 FAIR HOUSING LAW PASSED												
1959-60	47	27	14	6	56	24	11	12	49,905	103		
1960-61	127	62	47	18	78	59	20	48	57,191	205		
1961-62	120	49	53	18	12	85	23	24	58,274	132		
1962-63	100	38	54	8	42	75	22	3*	77,284	142		
1963-64	93	64	19	10	60	60	29	4	79,699	153		
1964 U. S. CIVIL RIGHTS ACT PASSED												
1964-65	138	108	24	6	72	90	36	10	97,217	210		
1965 FAIR HOUSING LAW STRENGTHENED												
1965-66	239	177	50	12	92	167	51	21	112,871	331		
1966-67	241	175***	49	17	71	154	57	30	124,325	312		
1967-68	452	342	69	41	106	257	148	47	156,926	558		
1968-69	492	365	82	45	127	259	168	65	228,448	619		
TOTAL	2,235	1,569	461	205	804	1,357	612	275		3,039		

* Includes cases filed by the Commissioners

** RV-Reported Violations (not formal complaints)

*** Includes dropped cases but not unsigned complaints

TABLE II
Comparison of Disposition of Formal Complaints 1951-1969

EMPLOYMENT

Year	Dropped	Dismissed	Closed by Conference	Conciliated	Hearing	Pending	Total
1951-52	1	2		2	1	0	6
1952-53	5	2		3	0	0	10
1953-54	6	5		2	0	0	13
1954-55	7	3		0	0	2	12
1955-56	7	3		2	0	2	14
1956-57	10	7		5	0	3	25
1957-58	7	34		4	3	3	51***
1958-59	1	43		13	0	5	62***
1959-60	2	22		21	2	4	51***
1960-61			NOT TABULATED				62
1961-62			NOT TABULATED				49
1962-63	0	24		9	0	5	38
1963-64	5	35		18	6	0	64
1964-65	13	57	14	8	0	16	108
1965-66	9	99**Referred	46	15	2*	7	178
1966-67	17	88 to EEOC	71	6	2	50	234
1967-68	8	145	115	2	(1)	65	342
1968-69	29	124	107	3	4	91	365
TOTAL	127	693	353	113	20	253	1674

*Two cases were pending hearings from the previous year; one was conciliated and the other one taken to hearing. **These totals are incomplete. ***Includes Public Accommodations cases.

HOUSING

Year	Dropped	Dismissed	Closed by Conference	Conciliated	Hearing	Pending	Total
1959-60							
1960-61							
1961-62			FAIR HOUSING LAW PASSED 1959				
1962-63	2	26	NOT TABULATED	14	3	9	54
1963-64	0	6	NOT TABULATED	11	0	2	19
1964-65	2	7	8	6*	2*	1	26*
1965-66	5	18	15	9	2	1	50
1966-67	3	17	20	10	2	9	61
1967-68	1	19	41	1	3	4	69
1968-69	4	18	38	2	2	17	82
TOTAL	17	111	122	53	15	43	475

APPENDIX I (a)
ANALYSIS OF COMPLAINTS
1965-66

TABLE 4

Formal Complaints filed in (1965-66) by
Type of Complaint and Group Identity of Complainant

Group Identity	Employment		Housing		Public Accommodations		Total	
	No.	%	No.	%	No.	%	No.	%
Negro	129	73	34	68	4	34	167	70
Spanish-American	37	21	6	12	8	66	51	21
Other	11	6	10	20	0	0	21	9
TOTAL	177	100	50	100	12	100	239	100

TABLE 5

Disposition of Complaints filed in (1965-66)

Manner of Disposition	Employment		Housing		Public Accommodations		Total	
	No.	%	No.	%	No.	%	No.	%
Dropped or Unsigned	9	5	5	10	5	42	19	8
Dismissed	99	56	18	36	4	33	121	51
Settled by Conference	46	26	15	30	2	17	63	26
Conciliated	15	8	9	18	0	0	24	10
Hearing	1	1	2	4	1	8	4	2
Pending	7	4	1	2	0	0	8	3
TOTAL	177	100	50	100	12	100	239	100

TABLE 8

Formal Complaints Classified by Location
of Alleged Discrimination 1965-66

Location	Employment	Housing	Public Accommodations	Total
Arvada				0
Aurora	1	8	1	10
Boulder	6	1		7
Climax	1			1
Colorado Springs	17	2		19
Commerce City		1		1
Denver	132	29	9	170
Durango				0
Englewood	2			2
Evergreen				0
Fort Collins	1			1
Fort Morgan				0
Glendale				0
Golden	1			1
Greeley		2		2
Grand Junction	2			2
Henderson				0
Lafayette		1		1
Littleton	5	1		6
Loveland				0
Northglenn		1	1	2
Pueblo	9	3		12
Security		1		1
Wheatridge				0
TOTAL	177	50	11	238

TABLE 10

COURT APPEARANCES AND HEARINGS
OF THE CIVIL RIGHTS COMMISSION
Represented by Assistant Attorney General J. David Penwell

INJUNCTION HEARINGS IN DISTRICT COURT

<u>Case</u>	<u>Type of Complaint</u>	<u>Location of Court</u>	<u>Result</u>
65-66 Walker	Housing	Pueblo	Injunction Granted
Norman	Housing	Littleton	Injunction Granted
66-67 Warner	Housing	Golden	Injunction Granted
<u>Extension Hearings</u>			
66-67 Warner	Housing	Golden	Injunction Extended
Warner	Housing	Golden	Injunction Extended

APPEARANCES IN DISTRICT COURT

<u>Appeals</u>			
65-66 Fontecchio	Housing	Colorado Springs	Commission Upheld
<u>Rule 106 Proceeding</u>			
Franco	Employment	Denver	Commission Upheld

COMMISSION HEARINGS

65-66 Norman	Housing	Littleton	Decision for Complainant
Williams	Housing	Denver	Decision for Complainant
Brown	Public Accommodations	Denver	Decision for Complainant
Martinez	Employment	Pueblo	Decision for Respondent
Walker	Housing	Pueblo	Decision for Complainant
Franco	Employment	Denver	Decision for Complainant
66-67 Warner	Housing	Golden	Decision for Complainant

SUPREME COURT

65-66 Franco	Employment	Denver	Petition Denied
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Total Appearances and Hearings: 15

APPENDIX I (b)
ANALYSIS OF COMPLAINTS
1966-67

TABLE 2

FORMAL COMPLAINTS FILED IN (1966-67) BY
TYPE OF COMPLAINT AND GROUP IDENTITY OF COMPLAINANT

GROUP IDENTITY	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATIONS	TOTAL
Negro	110 63%	30 61%	14 82%	154 64%
Spanish-American	50 29	5 10	2 12	57 24
Negro spouse or friends	2 1	8 17	1 6	11 5
Other (Jewish, Italian, Christian, etc.)	13 7	3 6	-- --	16 6
Sex	-- --	3 6	-- --	3 1
TOTAL	175	49	17	241

TABLE 3

DISPOSITION OF COMPLAINTS IN (1966-67)
(This includes 1965-66 complaints which were pending)

MANNER OF DISPOSITION	EMPLOYMENT No. %	HOUSING No. %	PUBLIC ACCOM. No. %	TOTAL No. %
Dropped or Unsigned	17 7	3 5	2 12	22 7
Dismissed	88 38	17 28	5 29	110 35
Closed by Conference	71 30	20 33	2 12	93 30
Conciliated	6 3	10 16	7 41	23 8
Hearing	2 1	2 3	-- --	4 1
Open	50 21	9 15	1 6	60 19
TOTAL	234	61	17	312

TABLE 4

FORMAL COMPLAINTS CLASSIFIED BY
LOCATION OF ALLEGED DISCRIMINATION IN 1966-67

CITY	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATIONS
Adams City	1	-	-
Arvada	-	1	-
Aurora	1	-	-
Boulder	1	8*	-
Glimax	2	-	-
Colorado Springs	9	3	-
Denver	144*	32	14
Durango	1	-	-
Evergreen	-	-	1
Fort Collins	-	1	-
Fort Morgan	-	1	-
Glendale	2	-	1
Golden	2	-	-
Henderson	2*	-	-
Lakewood	1	1	-
Littleton	5	2	-
Loveland	-	-	1
Pueblo	6	3	-
Rifle	1	-	-
Trinidad	2	-	-
Wheatridge	3	-	-
TOTAL	183*	52*	17

* Includes unsigned complaints.

TABLE 5
TYPES OF ALLEGED DISCRIMINATION
IN EMPLOYMENT (66-67)

		<u>Subtotals</u>
<u>EMPLOYER</u>		
Refusal to hire	42	
Refusal to promote	16	
Discharged	66	
Compensation and equal terms, conditions and privileges	26	
Threatened discharge or demotion	1	
Demoted	5	156
<u>EMPLOYMENT AGENCY</u>		
Refusal to refer	11	
Refusal to list properly	1	12
<u>VOCATIONAL SCHOOL OR APPRENTICESHIP TRAINING</u>		
Expelled from school	2	
Refusal to admit	5	7
<u>UNION</u>		
Contract--no-discrimination clause	1	
Refusal to refer	3	
Equal terms, conditions and privileges	1	5

(Does not add up because of more than one allegation in several cases.)

TABLE 6

ALLEGED DISCRIMINATION IN HOUSING
(1966-67)

Apartments or duplexes

Refusal to show	2	
Refusal to rent	17	
Refusal to both show or rent	2	
Eviction	5	
Equal terms, conditions and privileges	3	
Subtotal		29

Houses

Refusal to show	1	
Refusal to rent	4	
Refusal to both show or rent	2	
Refusal to sell	2	
Discrimination in financial assistance	2	
Equal terms, conditions and privileges	0	
Subtotal		11

Vacant Land

Refusal to sell	4	
Subtotal		4

Trailer Space

Refusal to rent	3	
Eviction	1	
Subtotal		4

<u>Other</u>	1	
<u>Subtotal</u>		<u>1</u>

<u>TOTAL</u>		<u>49</u>
--------------	--	-----------

TABLE 7

Alleged Discrimination
Public Accommodations (1966-67)

Denied Trailer Space	2
Refused Service	3
Denied full and equal privileges	8
Expelled	1
Denied admission	3
TOTAL	17

TABLE 8

TYPES OF RESPONDENTS
EMPLOYMENT (1966-67)

EMPLOYERS

Manufacturing	30
Wholesale and Retail Trade (including bakeries, meat packing, etc.)	28
Transportation, Communication, Public Utilities	26
Hospitals and Nursing Homes	12
Hotels, Motels, Restaurants, Country Clubs	20
Financial, Real Estate, Insurance	2
Construction, Engineering Firms	4
Governmental Agencies	29
School Districts, Colleges, Universities	1
Mining	3
Agriculture	3
Miscellaneous	1
Subtotal	159

UNIONS

3 3

EMPLOYMENT AGENCIES

Private	8
State Employment Service	2
Subtotal	10

VOCATIONAL SCHOOLS

3 3

DROPPED OR UNKNOWN

7 7

TOTAL

182

TABLE 9

EMPLOYMENT COMPLAINTS
COMPLAINANTS' JOB CLASSIFICATIONS

Professional, Semi-professional	6
Managerial, Supervisory, foreman	3
Clerical (bookkeeper, key punch, typist, checker, secretarial)	32
Sales	10
Service (maid, janitor, waiter, food service)	43
Operator, Skilled workers (truckdriver, repairman, electrician, plumber, assembler)	36
Unskilled (dock worker, laborer)	13
Medical Services (nurse aide, X-ray technician, inhalation therapy)	6
Miner	1
Union	1
Training Programs	8
Not available	16
TOTAL	175

TABLE 10

TYPES OF RESPONDENTS
HOUSING COMPLAINTS (1966-67)

Owner	29
Apartment House Manager	3
Realty Company	8
Construction Company	1
Bank	3
Union	1
Unknown	4
TOTAL	45

TABLE 11

TYPES OF RESPONDENTS
PUBLIC ACCOMMODATIONS (1966-67)

Trail Park	2
Guest Ranch	1
Restaurant	2
Tavern, Cocktail Lounge	10
Health Club	<u>2</u>
TOTAL	17

TABLE 12

TYPE OF HOUSING

(1966-67)

Apartment	28
Duplex	1
Private House	11
Lot	4
Trailer Space	4
Guest Home	<u>1</u>
TOTAL	49

APPENDIX I (c)
ANALYSIS OF COMPLAINTS
1967-68

TABLE 1

GROUP IDENTITY OF COMPLAINANTS FILING
FORMAL COMPLAINTS IN 1967-68

GROUP IDENTITY	EMPLOYMENT		HOUSING		PUBLIC ACCOMMODATIONS		TOTAL	
	No.	%	No.	%	No.	%	No.	%
Negro	189	55	44	68.3	24	58.5	257	56.9
Hispano	125	37	10	14.5	13	31.7	148	32.7
Oriental	1	.3	0	---	0	---	1	.2
Indian	1	.3	0	---	0	---	1	.2
Minority Group Spouse or Friend	1	.3	11	15.9	2	4.9	14	3.1
National Origin or Ancestry (except Hispano)	6	1.8	0	---	0	---	6	1.3
Creed	4	1.2	4	5.8	0	---	8	1.8
Sex	7	2.0	0	---	0	---	7	1.5
Other (Caucasian -Anglo)	6	1.8	0	---	1	2.4	7	1.5
Commissioner filed complaints	2	.6	0	---	1	2.4	3	.7
TOTAL	342	100.0	69	100.	41	100.	452	100.

TABLE 2

DISPOSITION OF FORMAL COMPLAINTS FILED IN (1967-68)

MANNER OF DISPOSITION	EMPLOYMENT		HOUSING		PUBLIC ACCOMMODATIONS		TOTAL	
	No.	%	No.	%	No.	%	No.	%
Dropped or Unsigned	8	2.3	1	1.4	1	2.4	10	2.2
Dismissed	145	42.4	19	27.5	14	34.1	178	39.4
Closed by Conference	115	33.6	41	59.4	24	58.5	180	39.8
Conciliation	2	.6	1	1.4	0	---	3	.7
Referred to EEOC	7	2.0	0	---	0	---	7	1.5
Hearings held	(1)*	(.3)	3	4.3	0	---	3 (4)*	.7
(a) Comm. order	Res. B (1)		(3)				(4)	
(b) Dismissed	Res. A (1)						(1)	
Open-pending	65	19.0	4	5.8	2	4.9	71	15.7
TOTAL	342	100.	69	100.	41	100.	452*	100.

* One carried over from 1966-67.

TABLE 3

FORMAL COMPLAINTS FILED IN 1967-68 CLASSIFIED BY
LOCATION OF ALLEGED DISCRIMINATION

CITY	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATIONS	TOTAL
Adams City	1	-	-	1
Alamosa	6	1	-	7
Antonito	1	-	-	1
Arvada	1	-	-	1
Aspen	2	-	-	2
Aurora	1	2	-	3
Boulder	1	1	6	8
Brighton	4	-	-	4
Center	1	-	1	2
Climax	-	-	-	-
Colorado Springs	2	-	1	3
Commerce City	5	1	-	6
Denver	252	46	20	318
Durango	-	-	-	-
Englewood	1	1	-	2
Fort Collins	3	-	1	4
Fort Logan	-	1	-	1
Fort Morgan	1	-	-	1
Golden	3	-	-	3
Greeley	-	-	1	1
Henderson	-	-	-	-
Homelake	2	-	-	2
Kersey	-	-	1	1
Lakewood	-	1	2	3
Lamar	-	-	1	1
Las Animas	1	2	-	3
Leadville	1	-	-	1
Littleton	12	1	-	13
Longmont	3	2	-	5
Lovelace	-	1	-	1
Loveland	2	-	-	2
Monte Vista	-	1	4	5
Northglenn	-	1	-	1
Pueblo	25	6	2	33
Rocky Ford	1	-	-	1
Sanford	-	-	1	1
Sheridan	-	1	-	1
Thornton	1	-	-	1
Trinidad	1	-	-	1
Walsenburg	3	-	-	3
Westminster	1	-	-	1
Wheatridge	4	-	-	4
TOTAL	342	69	41	452

TABLE 4

TYPES OF ALLEGED DISCRIMINATION IN
FORMAL EMPLOYMENT COMPLAINTS 1967-68

A. <u>Complaints filed against an Employer.</u>		No.	%
Refusal to hire		87	27.8
Refusal to promote		20	6.4
Demoted		5	1.6
Discharged or forced to resign		78	24.9
Denied equal terms, conditions or privileges of employment & discriminated in compensation		57	18.2
Harassment and intimidation		3	1.0
Refusal to reinstate		2	.6
Suspended or temporarily laid off		1.	.3
<u>Combinations of the above allegations:</u>			
Demoted and discharged		2	.6
Discharged and discriminated against in compensation or equal terms, conditions and privileges		30	9.6
Discharged and refused reinstatement		1	.3
Refusal to promote and denied equal terms, conditions and privileges		5	1.6
Refusal to promote, discharged also denied terms, conditions and privileges		4	1.2
Denied equal terms, conditions and privileges and harassment and intimidation		7	2.2
Demoted and denied equal terms, conditions and privilege		9	2.9
Refusal to hire and refusal to promote (?)		1	.3
Pattern discrimination		1	.3
SUB TOTAL		313	
B. <u>Complaints filed re: Training Programs, on-the-job training, apprenticeship training, vocational schools, etc.</u>			
Refused admission		10	43.
Expelled		2	9.
Refused equal terms, conditions and privileges		4	17.
Advertisement or inquiry		0	0.
Harassment, aiding and abetting		0	0.
Sex discrimination in training programs		7	30.
SUB TOTAL		23	
C. <u>Employment Agencies (Public and Private)</u>			
Refusal to refer		5	45.
Refusal to list or classify properly		1	9.9
Advertisement or Inquiry (Discriminatory)		0	---
Accepting or filling discriminatory job orders		1	9.9
Refusal to refer and to classify properly		4	36.
SUB TOTAL		11	

(Cont'd.)

TABLE 4
(Cont'd.)

D. Unions	No.	%
Excluded from membership	3	11.1
Refusal to refer to jobs (see category below too)	0	0.0
Denied equal terms, conditions and privileges	7	25.9
Denied full work opportunity	2	7.4
Excluded from membership and refusal to refer	1	3.7
Refusal to refer and denied full work opportunity	14	51.9
SUB TOTAL	27	

TABLE 5

EMPLOYMENT COMPLAINTS-COMPLAINANT JOB CLASSIFICATIONS 1967-68

Professional, semi-professional	11
Managerial, supervisory, foreman	13
Clerical, (bookkeeper, key punch, typist, checker, secretarial)	37
Sales	7
Service (maid, janitor, waiter, food service)	55
Operator, skilled workers (truck driver, repairman, electrician, plumber, assembler)	63
Unskilled (dock worker, laborer)	28
Medical Service (nurse aid, x-ray, technician, LPN, dental asst.)	16
Social Services	10
Trainee or apprenticeship	16
Not Available	86
TOTAL	342

TABLE 6

TYPES OF RESPONDENTS-HOUSING COMPLAINTS (1967-68)
(Duplications-both owners and managers are respondents)

Owner	52
Apartment House Manager	14
Realty Company	13
Construction Company	1
Bank or Financial Institution	1
Union	
University	1
Trailer Park Manager	1
Unknown	

TABLE 7

ALLEGED DISCRIMINATION IN PUBLIC ACCOMMODATIONS
(1967-68)

TYPE OF DISCRIMINATION	No.
Denied Trailer Space	0
Refused Service	3
Denied full and equal privileges and facilities*	5
Expelled (or excluded) from school	4
Denied admission	4
Physical injury or abuse	4
Abusive or derogatory language	5
*Included were denial of restroom, use of telephone, charged admission, refusal to cash check, etc. (Many complaints included more than one allegation)	
Total Complaints filed	41

TABLE 8

TYPES OF RESPONDENTS IN EMPLOYMENT CASES (1967-68)

TYPE OF RESPONDENT	No.
<u>Employers</u>	
Manufacturing	53
Wholesale and Retail Trade (Includes bakeries, meat packing, etc.)	40
Transportation, communication, public utilities	30
Hospitals, nursing homes	18
Hotels, Motels, Restaurants, Country Clubs	19
Financial, Real Estate, Insurance	4
Construction, engineering firms	3
Government Agencies (Federal, State, and Local) and non-profit organizations	28
School Districts, Colleges, Universities	10
Mining & Petroleum	1
Agriculture	0
Services	10
TOTAL	216
<u>Training Programs, apprenticeship, Vocational Schools</u>	
Trainee positions	0
Apprenticeship Trainee (sex)	5
TOTAL	5
<u>Employment Agencies</u>	
Private	5
Public - State Employment Service	5
TOTAL	10
Unions	11

TABLE 9

ALLEGED DISCRIMINATION IN HOUSING (1967-68)

TYPE OF HOUSING & TYPE OF DISCRIMINATION	No.	%
<u>Apartments or duplexes</u>		
Refusal to show (see below)	0	
Refusal to rent or to accept a bona fide offer to rent	15	
Refusal to both show or rent	11	
Eviction	9	(7 Incl.) (other) (allega-) (tions
Denied equal terms, conditions and privileges of the housing	15	
Oral inquiry re: ethnic or racial identity	0	
SUB TOTAL	43	63.8
<u>Houses</u>		
Refusal to show (see below)	1	
Refusal to rent	12	
Refusal to both show or rent	1	
Refusal to sell	1	
Discrimination in financial assistance	1	
Denied equal terms, conditions and privileges	3	
Eviction	1	
Oral Inquiry	1	
SUB TOTAL	21	30.4
<u>Vacant Land</u>		
Refusal to sell	0	
<u>Trailer Space</u>		
Refusal to rent	1	
Eviction	2	
Denied equal terms, conditions, and privileges	1	
SUB TOTAL	4	
<u>Dormitory</u>		
Equal terms, conditions and privileges	1	
SUB TOTAL	1	
TOTAL	69	

TABLE 10

TYPES OF RESPONDENTS' BUSINESSES
PUBLIC ACCOMMODATIONS COMPLAINTS
1967-68

Retail businesses (retail store, supermarkets, etc.)	4
Restaurants	9
Transportation (Bus Company)	1
Bar, tavern, cocktail lounge	10
Communications (telegraph)	1
Service Stations	4
Financial-banks and insurance	2
Schools	5
Hospitals	3
Personal Services (barber shops, beauty shops, etc.)	1
Entertainment (roller skating rink)	1
TOTAL	<u>41</u>

TABLE 11

TYPE OF HOUSING (1967-68)

TYPE	No.	%
Apartments & Duplexes	46	67
Private Houses	19	28
Trailer Spaces	3	4
University residence hall	1	1
TOTAL	<u>69</u>	<u>100</u>

TABLE 12

COURT APPEARANCES AND HEARINGS
OF THE CIVIL RIGHTS COMMISSION
1967-68

Represented by Assistant Attorney General J. David Penwell

<u>COMMISSION HEARINGS</u> <u>CASE</u>	<u>TYPE OF</u> <u>COMPLAINT</u>	<u>COURT</u> <u>LOCATION</u>	<u>RESULT</u>
Wesley vs. Presbyterian Hospital	Employment	Denver	Split decision involving two respondents. Case of one respondent dismissed. Discrimination found in case of the other.
Wilson vs. DeGrave	Housing	Denver	Decision for Complainant.
Ware vs. McClarnon	Housing	Denver	Decision for Complainant.
Pettigrew vs. Tyler	Housing	Denver	Decision for Complainant.
<u>DISTRICT COURT APPEARANCES</u>			
Ware vs. McClarnon	Housing	Littleton	Temporary Restraining Order issued.
Ware vs. McClarnon	Housing	Littleton	Respondent's appeal withdrawn, Commission order allowed to stand. (see above)
Pettigrew vs. Tyler	Housing	Denver	Temporary Restraining Order issued; Injunction granted.
Jones vs. Schumann	Housing	Denver	Temporary Restraining Order issued; Injunction granted.
Haynes vs. Schumann	Housing	Denver	Temporary Restraining Order issued.

APPENDIX I (d)
ANALYSIS OF COMPLAINTS
1968-69

TABLE I

GROUP IDENTITY OF COMPLAINANTS FILING
FORMAL COMPLAINTS IN 1968-69

GROUP IDENTITY	EMPLOYMENT		HOUSING		PUBLIC ACCOMMODATIONS		TOTAL	
	No.	%	No.	%	No.	%	No.	%
Negro	186	51.0	47	57.3	26	56.8	259	52.4
Hispano	141	38.7	14	17.1	13	29.5	168	34.3
Oriental	4	1.1	0	0			4	.8
Indian	1	0+	1	1.2			2	.4
Minority Friends or Spouse	6	1.6	12	14.6	2	4.5	20	4.0
National Origin other than Hispano	8	2.2	2	2.4	1	2.3	11	2.2
Creed	3	.8	3	3.7			6	1.2
Sex			1	1.2			1	.2
Other (White)	2	.5	2	2.4	1	2.3	5	1.0
Commissioner filed	14	3.8			2	4.5	16	3.3
Total	365	100%	82	100%	45	100%	492	100%

TABLE 2 (a)

DISPOSITION OF CASES FILED DURING 1968-69								
DISPOSITION	EMPLOYMENT		HOUSING		PUBLIC ACCOMMODATIONS		TOTAL	
	No.	%	No.	%	No.	%	No.	%
Dropped	8	2.2	4	4.9	1	2.2	13	2.6
Dismissed	124	34.0	18	21.9	8	17.8	150	30.4
Closed by Conference	107	29.3	38	46.3	27	60.0	172	35.0
With Probable Cause	(84)	(23.0)	(35)	(42.7)	(22)	48.9	141	(28.7)
No Probable Cause	(23)	(6.3)	(3)	(3.7)	(5)	11.1	31	(6.3)
Conciliation	3	.8	2	2.4	1	2.2	6	1.2
Hearing:	4		2	2.4			6	1.2
Dismissed	(1)	(.3)	(1)	(1.2)			(2)	(.4)
Orders	(3)	(.8)	(1)	(1.2)			(4)	(.8)
Total No. Probable Cause	(115)	(31.5)	(48)	(58.5)	(23)	(51.1)	(186)	(37.8)
Referred to EEOC or HUD	17	4.7	1	1.2			18	3.7
Changed to RV or Voluntary Compliance	11	3.0			2	4.4	13	2.6
Pending	91	24.9	17	20.7	6	13.3	114	23.2
Total no. 1968-1969 cases closed	38		60		36		334	
Total	365		82		45		492	

TABLE 2 (b)

DISPOSITION OF 1968-69 CASES CLOSED IN 1968-69
(percentages based on number actually closed)

DISPOSITION	EMPLOYMENT %	HOUSING %	PUBLIC ACCOMMODATIONS %	TOTAL %
Dismissed	52.1	30.1	22.2	44.9
Closed by Conference	45.0	63.0	75.0	51.5
Probable Cause found	48.3	80.0	63.9	55.7
Conciliation	1.3	3.3	2.8	1.8
Hearing	1.7	3.3	--	1.8

Total number of cases on which percentages are based 238

60

36

334

TABLE 3

FORMAL COMPLAINTS FILED IN 1968-69
CLASSIFIED BY LOCATION OF ALLEGED DISCRIMINATION

CITY	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATIONS	TOTAL
Adams City	1	-	-	1
Alamosa	5	-	1	6
Antonito	3	-	-	3
Aurora	3	3	-	6
Berthoud	-	-	2	2
Boulder	7	5	1	13
Broomfield	1	-	-	1
Center	3	-	-	3
Conejos County	-	-	1	1
Colorado Springs	15	5	2	22
Commerce City	2	1	-	3
Del Norte	-	-	2	2
Denver	211	45	23	279
Dolores	1	-	-	1
Englewood	3	-	-	3
Estes Park	-	-	3	3
Fort Collins	4	1	1	6
Golden	15	-	-	15
Grand Lake	-	-	1	1
Greeley	2	7	-	9
Homelake	2	-	-	2
Hudson	-	-	1	1
Jefferson County	-	2	-	2
Lakewood	1	4	2	7
Las Animas	2	-	-	2
Littleton	10	-	-	10
Longmont	1	1	-	2
Loveland	2	1	2	5
Monte Vista	14	-	-	14
Northglenn	1	-	-	1
Platteville	1	-	-	1
Pueblo	23	3	2	28
Rocky Ford	-	1	-	1
Sanford	1	-	-	1
Thornton	1	-	-	1
Trinidad	3	-	-	3
Walsenburg	1	-	-	1
Westminster	-	1	1	2
Wheatridge	2	-	-	2

(continued on next page)

TABLE 3 (continued)

CITY	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATIONS	TOTAL
Dropped	8	2	-	10
To EEOC	14*		-	14*
No Jurisdiction	2	-	-	2
Total	365	82	45	492

*Locations of some EEOC complaints actually handled by the Civil Rights Commission were included in the table.

TABLE 4
TYPES OF ALLEGED DISCRIMINATION IN
FORMAL EMPLOYMENT COMPLAINTS 1968-69

A. <u>Complaints Filed Against an Employer</u>	No.
Refusal to hire	43
Refusal to promote	12
Demoted	
Discharged or forced to resign	98
Denied equal terms, conditions or privileges of employment & discriminated against in compensation	73
Harassment and intimidation	1
Refusal to reinstate or call back to work	3
Suspended or temporarily laid off	2
<u>Combinations of the above allegations</u>	
Demoted and discharged	3
Discharged or forced to resign and discriminated against in compensation or equal terms, conditions and privileges.	52
Discharged and refused reinstatement	2
Demoted, refusal to promote or reinstate, suspended or laid off, also denied equal terms, conditions and privileges	27
Denied equal terms, conditions and privileges and harassment and intimidation	8
Demoted and denied equal terms, conditions and privileges	2
Refusal to hire and refusal to promote and equal terms, conditions and privileges--pattern discrimination	15
,Subtotal	341
B. <u>Complaints filed re: training programs, on-the-job training, apprenticeship training, vocational schools, etc.</u>	
<u>Refused admission or opportunity</u>	4
Expelled	0
Refused equal terms, conditions and privileges	3
Advertisement or inquiry discrimination	0
Harassment, aiding and abetting	0
Sex discrimination in training program	0
Expelled & denied equal terms, conditions & Privileges	1 8

TABLE 4 (continued)

C.	<u>Employment Agencies (Public and Private)</u>	No.
	Refusal to refer	6
	Refusal to list or classify properly	
	Advertisement or Inquiry (Discriminatory)	
	Accepting or filling discriminatory job orders	
	Refusal to refer and to classify properly	
	Denied Compensation	$\frac{1}{7}$
D.	<u>Unions</u>	
	Excluded from membership	
	Refusal to refer to jobs	2
	Denied equal terms, conditions and privileges, refused seniority and grievances	1
	Denied full work opportunity	1
	Excluded from membership and refusal to refer	
	Refused to refer and denied full work opportunity	2
	Denied work opportunity and refusal to represent in grievances	$\frac{2}{8}$

TABLE 5

EMPLOYMENT COMPLAINTS - COMPLAINANT JOB CLASSIFICATION
1968-69

<u>Job Classifications:</u>	
Professional, semi-professional	13
Managerial, Supervisory, Foreman	17
Clerical (bookkeeper, key punch, typist, receptionist, checker, secretarial, cashier	44
Sales	13
Service (maid, janitor, waiter, cook, dishwashing, food services)	46
Medical Service (nurse aid, x-ray technician, LPN, dental assistant	17
Social Services	4
Operator, skilled workers (truck driver, repairman, electrician, plumber, assembler) meat packers	84
Unskilled (dockworker, laborer) night watcher	40
Trainee or apprenticeship	7
Not available or a pattern complaint	59
Police Officer	3
TOTAL	<u>341</u>

TABLE 6

TYPES OF RESPONDENTS IN EMPLOYMENT CASES (1968-69)

<u>Type of Respondent:</u>	<u>No.</u>
<u>Employers</u>	
Manufacturing	79
Wholesale and Retail Trade (bakeries, meat packing	55
Transportation, Communication, Public Utilities	48
Hospitals, Nursing Homes, Medical Centers	24
Hotels, Motels, Restaurants, Bars, Country Clubs	26
Financial, Real Estate, Insurance	6
Construction, Engineering firms	14
Government Agencies (Federal, State and Local)	
and non-profit organization	38
School Districts, Colleges, Universities	14
Mining & Petroleum	4
Agriculture	15
Services	7
d.k.	2
Research	2
TOTAL	341
<u>Training Programs, Apprenticeship, Vocational Schools</u>	
Trainee positions	3
Apprenticeship Trainee	0
Training Program	5
TOTAL	8
<u>Employment Agencies</u>	
Private	3
Public-State Employment Service	4
TOTAL	7
<u>Unions</u>	8
	365

TABLE 7

TYPES OF RESPONDENTS - HOUSING COMPLAINT 1968-69

(Duplications - both owners and managers are respondents)

<u>Owner</u>	45
Apartment House Manager	25
Realty Company	16
Construction Company	
Bank or Financial Institution	
Trailer Park Manager	
Real Estate Salesman	4
Real Estate Developer	3
Petroleum Company	1
Nursing Home Manager	1
Business College - Owner	1
Unknown	5

TABLE 8

ALLEGED DISCRIMINATION IN HOUSING (1968-69)

Type of Housing and Type of Discrimination	No.	%	
<u>Apartment or Duplexes:</u>			
Refusal to show (see below)	2	3	
Refusal to rent or to accept a bona fide offer to rent	19	32	
Refusal to both show or rent	6	10	
Eviction	19	32	
Denied equal terms, conditions & privileges of housing	11	18	
Oral inquiry re: ethnic or racial identity			
Eviction and harassing or equal terms, conditions and privileges	3	5	
SUB TOTAL	60	100	73%
Pattern - Refusal to show, rent, sell or lease	2		2%
<u>Houses</u>			
Refusal to show (see below also)			
Refusal to rent	5	31	
Refusal to both show or rent	1	6	
Refusal to sell	4	25	
Discrimination in financial assistance			
Denied equal terms, conditions and privileges	2	12	
Eviction and denied equal terms, conditions & privileges	2	12	
Oral inquiry			
Refused financial assistance	1	6	
Denied equal terms, conditions & privileges	1	6	
SUB TOTAL	16	100	20 %
<u>Vacant Land</u>			
Refusal to sell			
<u>Trailer Space</u>			
Refusal to rent	3		
Eviction			
Denied equal terms, conditions and privileges	3		4%
SUB TOTAL			
<u>Dormitory</u>			
Equal terms, conditions and privileges	0		
SUB TOTAL			
Eviction from nursing home	1		1%
TOTAL	82		100%

TABLE 9

TYPE OF HOUSING

<u>Type</u>	<u>No.</u>	<u>%</u>
Apartment and Duplexes	55	67
Private Houses	19	23
Trailer Spaces	3	4
University Residence Hall		
Nursing Home	1	1
Gas Station	1	1
Pattern	3	4
TOTAL	82	100%

TABLE 10

ALLEGED DISCRIMINATION IN PUBLIC ACCOMMODATION
1968-69

<u>Type of Discrimination</u>	<u>No.</u>	<u>%</u>
Denied Admission		
Refused Service	4	10
Denied full and equal privileges of facilities	23	55
Expelled or excluded from school	3	7
Physical abuse or injury	4	10
Abusive or derogatory language	3	7
Refused right to return	3	7
Refused right to speak Spanish	2	4
TOTAL COMPLAINTS	42 *	100%

* Three cases had jurisdiction changed

TABLE 11

TYPES OF RESPONDENTS BUSINESSES
PUBLIC ACCOMMODATIONS 1968-69

Restaurant	5
Auto Dealer	3
Cocktail Lounge	5
Hotel	1
School District	9
Campground	3
Health Club	7
Furniture Store	2
Sports Store	1
Union	1
Nursing Home	1
University	1
Ambulance Service	1
Swimming Pool	2
Club	1
TOTAL	43

Two cases omitted--changed jurisdiction

TABLE 12

COURT APPEARANCES AND HEARINGS OF THE ASSISTANT ATTORNEY GENERAL,
FOR THE COLORADO CIVIL RIGHTS COMMISSION 1968-69

Assistant Attorney General J. David Penwell until 4/1/69
Assistant Attorney General James E. Dotson after 4/1/69

COMMISSION HEARINGS	TYPE OF COMPLAINT	COURT LOCATION	RESULT
Gallegos vs. School District RE-1, Bent County - 11/22/68	Employment	Las Animas	Commission ordered Cease and Desist and back pay.
Leonard Harrison vs. D.C. International, Inc. - 2/7/69 E-20 (68-79)	Employment	Denver	Default and back pay changed 3/14/69 to Conciliation and back pay awarded.
Pastwick vs. D. C. International, Inc. 2/7/69 - E-17 (68-69)	Employment	Denver	Originally 2/7/69 Default - changed 5/2/69. Dismissed because no application for reconsideration was made.
Raella B. Brown vs. Memorial Hospital #-101 (68-69) 4/11/69 - 4/12/69	Employment	Colorado Springs	Conciliation reached during hearing--back pay arranged. Dismissed with prejudice.
Susan Barela vs. Parkview Episcopal Hospital P-E-7 (68-69) 5/16/69	Employment	Pueblo	Ordered Betty Cox to Cease and Desist. Ordered Hospital to take Affirmative Action.
Gloria Gore vs. Forrester Walker & Pierce - 5/23/69 H-44 (68-69)	Housing	Golden	Cease and Desist ordered and affirmative action to rent apartment to Mrs. Gore.
Lewana McBeth vs. F. H. Ricketson - H-61 (68-69) 6/30/69	Housing	Denver	Dismissed
COURT APPEARANCES			
Fred Holms vs. Blackwell 1/4/69	Housing	Boulder	Temporary Restraining Order.
Gore vs. Forrester, Walker and Pierce	Housing	Golden	Temporary Restraining Order - 3/27/69; Temporary Injunction - 4/7/69; Extension of Temporary Injunction - 5/19/69; Order enforcing Order of Commission - 6/27/69.

TABLE 12 (continued)

COURT APPEARANCES	TYPE OF COMPLAINT	COURT LOCATION	RESULT
Katrina Peterson vs. Sara Robbins - 6/16/69 - H-62 (68-69)	Housing	Denver	Temporary Restraining Order.

TABLE 13

ACTIVITIES REPORT OF THE COMMUNITY ACTION SPECIALISTS
ASSIGNED TO THE TWO DENVER BRANCH OFFICES LOCATED
AT THE EAST SIDE ACTION CENTER AND THE WEST
SIDE ACTION CENTERS (1968-69)

	East Side	West Side	Total
Employment Counseling	244*	5	249
Employer Liaison	84	10	94
Complainant Interviews Office or Phone	112	111	223
Talks, speeches, panel discussions, etc.	127	22	149
Staff meetings, Commission meetings, hearings, etc.	90	75	165
Miscellaneous Referrals and serving bulletin boards	91	60	151
Notarizing Documents	35	19	54
New Complaints	44	24	68
Reported Violations (not all were reported to the main office)	67	36	103
Community Involvement, Action, or Community Services for individuals	105	207	312
Training Sessions	<u>31</u>	<u>31</u>	<u>62</u>
Total number of Contacts	1,421	881	2,302

*Employment Counseling and Development was especially assigned to
the East Side Office.

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APPENDIX II

PUBLICATIONS OF THE CIVIL RIGHTS COMMISSION

PUBLICATIONS AVAILABLE FROM THE COLORADO
CIVIL RIGHTS COMMISSION

Fairness in Housing - Colorado Civil Rights Commission Pamphlet
Colorado Law Protects Your Rights to Fair Employment
Executive Order - Equal Opportunity - April 15, 1966
Equal Rights in Colorado
Igualdad De Derechos en Colorado
Five Questions for the Employer Interested in Sound Personnel Practices
Policy Statement of the Colorado Civil Rights Commission on the Use of Psychological Tests
Annual Reports 1951-63
Activities Reports 1964
Laws Regulations and Rules of Procedure of the Colorado Civil Rights Commission
Fact Finding Hearing, Colorado State University, Ft. Collins, Colorado, March 6, 1968
Minority Group-Governmental Agency Relations Research Study-- Part I--Darrell K. Adams and George E. Bardwell--Part II Frank Plaut Compliance Survey--Fair Employment Practices in State Government-- 1965 J. F. Warren
Handbook for Civil Rights Specialists of the Colorado Civil Rights Commission--Eleanor G. Crow (Limited Distribution)
Survey of Apartment Houses and Apartment House Managers' Attitudes Toward Minority Group Tenants--Eleanor G. Crow, John A. Robinson and Janet Fredericks - 1967
Brief Summary of Main Points of the Colorado Fair Housing Act of 1959 as amended in 1965.
Bibliography: Suggested reading for Spanish Culture; Reading Materials on the American Negro
Reference Materials on Fair Play in Housing
Checklist for Community Self-Survey
EEOC Publications available at the Commission:
Seven Steps to Equal Employment Opportunity
Facts About Title VII
Guidelines on Employment Testing Procedures
EEOC Charge Forms
EEOC Posters
Other U. S. Government Publications:
Civil Rights Acts of 1957, 1960, 1964, 1965 and 1968.
Fair Housing 1968
Civil Rights Under Federal Programs
Summary of Report of the National Advisory Commission on Civil Disorders

Fair Housing: What it Means to You, U. S. Department of Housing and Urban Development

Affirmative Action Guidelines--Plans for Progress

Employment Testing: Guide Signs, Not Stop Signs, U. S. Commission on Civil Rights

Schools Can be Desegregated: June 1967--U. S. Commission on Civil Rights

Other:

The Status of Spanish-Surnamed Citizens in Colorado--January 1967

Report of the Commission on Minorities and the Disadvantaged--
May 29, 1968

American Travelers' Guide to Negro History--American Oil Company

Ingenious Americans--Old Taylor

How to Turn Talk into Action: A Guide for an Effective Commission on Human Relations, U. S. Department of Justice/Community Relations Service

Educational Parks, U. S. Commission on Civil Rights

Summary: Racial Isolation in the Public Schools, U. S. Commission on Civil Rights

How to Bring up Your Child Without Prejudice, Margaret B. Young--
Public Affairs--Pamphlet No. 373

What Research Says About Understanding Intergroup Relations--

Jean D. Grambs, Reprint J. of National Education Assoc., Dec. 1960

Prejudice Won't Hide--A Guide for Developing a Language of Equality

APPENDIX III
MEMORANDUM OF UNDERSTANDING
WITH
COLORADO CIVIL SERVICE COMMISSION

Memorandum of Understanding between the Colorado Civil Service Commission and the Colorado Civil Rights Commission.

This Memorandum will serve to set forth an understanding which has been reached between the representatives of the Colorado Civil Service Commission and the Colorado Civil Rights Commission, concerning claims, charges or allegations of discrimination on the basis of race, creed, color, national origin or ancestry by State employees or prospective State employees against other State employees or various State departments or agencies.

When a charge of discrimination is brought to the attention of the Civil Service Commission, by a State employee or State agency, the same will be referred to the Colorado Civil Rights Commission who will follow the procedure set forth below. Similarly, when a charge of discrimination is brought to the Colorado Civil Rights Commission which involves a State employee, department or agency, the same procedure will be adopted:

1. The aggrieved person will, either by giving to the Civil Rights Commission initially or by having been referred to the Civil Rights Commission by the Civil Service Commission, relate his charges or claims to the Civil Rights Commission, who will then make a memorandum of the same.
2. A Civil Rights Specialist from the Civil Rights Commission will be assigned to the case and will proceed to contact the persons, agencies or departments against whom discrimination charges have been brought. During the course of this investigation, the Civil Rights Specialist will determine the position of the party charged regarding the claims of the aggrieved person.
3. Following the completion of the investigation by the Civil Rights Specialist, a written report of his investigation will be provided to the Director of the Colorado Civil Rights Commission who will examine the same and determine whether or not any evidence exists for crediting the allegations of discrimination.
4. If the Director of the Colorado Civil Rights Commission can find no evidence whatsoever that an act of discrimination has occurred, he will terminate the investigation and notify both the aggrieved party and the persons,

agencies or departments charged. If the Director of the Civil Rights Commission does find that there is evidence revealed in the investigation to indicate that an act of discrimination has occurred, he will immediately assign a representative of the Colorado Civil Rights Commission to contact the persons, agencies, or departments charged and will then attempt to resolve the allegations by negotiation or conciliation.

5. At the same time that the conciliation conference is held, the Civil Service Commission will be notified of the same and if they so choose, a representative of the Civil Service Commission will participate in the attempts at conciliation. The aggrieved person may or may not be in attendance at the conciliation conference depending on the decision of the representatives from the Civil Rights and the Civil Service Commissions.
6. Should the Civil Service Commission representative and the Civil Service Commission representative be unable to conciliate the charges of discrimination by the aggrieved party, the Civil Rights Commission may elect to file charges with the Civil Service Commission against the persons, agencies or departments involved, claiming a violation of Civil Service Regulation Article XVI, Paragraph A. The Civil Service Commission may then proceed to take whatever action it deems necessary including the holding of a hearing.
7. Should a hearing be held either party to the hearing would have the right to file an appeal to an adverse ruling to the appropriate District Court. Should the Civil Service Commission refuse to hold a hearing on charges filed by the Civil Rights Commission, the Civil Rights Commission may appeal such refusal to the District Court.

None of the above should be construed as precluding the authority or the right of the Colorado Civil Service Commission from initiating its own proceedings and bringing to the attention of the Civil Rights Commission a formal charge of discrimination, or from initiating its own investigation of a civil rights violation.

All departments, agencies and personnel of the Civil Service Commission will be expected to cooperate and assist representatives of the Civil Rights Commission in its conduct of an investigation and in the attempts to resolve the same by conciliation should the case proceed to that stage of the proceedings.

DATED this 27 day of March, 1969.

Signed William J. Hilty
William J. Hilty, Director
Colorado Civil Service Commission

Signed James F. Reynolds
James F. Reynolds, Director
Colorado Civil Rights Comm.

Signed Arthur W. Watts
Arthur W. Watts, Acting Director
Colorado Civil Service Commission

APPENDIX IV

1968-69 ETHNIC CENSUS OF COLORADO'S
INSTITUTIONS OF HIGHER EDUCATION

by Eleanor G. Crow

1968-69 ETHNIC CENSUS OF COLORADO'S
INSTITUTIONS OF HIGHER EDUCATION

by

The Colorado Civil Rights Commission

by.

Eleanor G. Crow

In March 1969, a questionnaire was sent to all of the colleges and universities (including junior colleges) in the State. Replies were received from all but the Air Force Academy which was excluded because of a requirement of Washington clearance.

The purpose of this survey is one of self-examination to determine to what extent Colorado's institutions of higher learning are educating the minority group members of the State, employing minority group faculty and other non-teaching employees. Other purposes included a determination of the extent of existing problems and how the institutions are preparing for the human rights problems of the future.

Five Tables present the findings of the survey. These Tables are:

Table I - 1968-69 Ethnic Census of Faculty at Colorado's Institutions of Higher Learning.

Table II - Ethnic Census of Students at Colorado's Institutions of Higher Education. 1968-69

Table III - Percentage of Minority Group Faculty at Colorado's colleges and universities.

Table IV - Percentage of minority students enrolled at Colorado's colleges and universities. 1968-69

Table V - Summary of Ethnic Census of Colorado's Institutions of Higher Learning. 1968-69

ANALYSIS OF THE TABLES:

There is considerable variation among the institutions in the numbers of students and faculty from minority groups. Six of the colleges have no minority group faculty, although this varies greatly among the schools. The percentage of Negro faculty members for the State as a whole is .3%, for Hispanos 1.3% and

American Indians less than .1%. Whereas the percentage of Negroes in the student body for the entire State is 1.4% and for Hispanos 3.6% and for Indians .8%, the Orientals are represented among both faculty and student body in excess to their percentage in the population--e.g. 1.1% of the faculty are Orientals whereas .7% of the population are Orientals. Among the student bodies 1.2% are Orientals.

Of particular interest is the distribution of minority students among the colleges. Table IV gives the percentage of the student body which belong to minority groups. Although in actual numbers, the institutions with the largest numbers of Negroes are Colorado State College, Colorado State University, Southern Colorado State College, Trinidad Junior College, University of Colorado and Metro State College. However, the schools leading in percentage of the total student body who are Negroes are Lamar Community College, Denver Community College, Trinidad Junior College and Southern Colorado State College. The percentage of Negroes for all state institutions is 1.4%.

The institutions with the largest numbers of Hispano students are Adams State (405), Southern Colorado State College (850), Trinidad Junior College (406), University of Colorado (365), Colorado State College (138), Metro State (164) and Denver Community College (123). The order of ranking by percentages are: Colorado Western (52.9%), Trinidad Junior College (26.5%), Southern Colorado State College (19.7%), Aims College (18.4%), Adams State (15.9%), Colorado Mountain College (14.2%) and Denver Community College (10.7%). The overall percentage of Hispanos for the colleges and universities of the State is 3.6%. Figures are given for the overall distribution of minority groups for the State. A word of caution, these are the percentage in the total population and not for the particular age group which usually attends college--hence there should not be an exact comparison, but it serves to indicate the discrepancies between the proportion of minority group persons in the total population and those in the higher educational institutions.

It should be noted that since the present ethnic census was made that the University of Colorado and Colorado State University have established an intensive recruiting program for both Negro and Hispano students for the coming year, and a marked increase in the numbers for next year is predicted. Ft. Lewis College, Durango, has a special program for Indians which is indicated in their student statistics, where 10.5% of the students are American Indians.

The tables on non-teaching employees indicate very few minority group employees in non-teaching positions and indicates another area in which extensive changes are in order.

SUMMARY:

The results of the survey show in particular.

1. A need for more minority group recruitment at some of the colleges and universities.
2. A need for the establishment of college or university Human Relations Committees to implement and plan Human Relations programs to publicize the non-discriminatory laws and policies and to act as a grievance board when required. (The Civil Rights Commission will soon issue more detailed suggestions for such committees which will be sent to all colleges and universities in the State.)
3. A need for more minority group faculty and non-teaching employees. Many of the colleges do not actively recruit minority group faculty or employees.
4. It is suggested that those institutions which reported "no problems" re-evaluate their intergroup relations. Unfortunately, some problems exist almost everywhere, and part of the problem is failure to recognize them.

ETHNIC CENSUS OF COLORADO'S INSTITUTIONS OF
HIGHER LEARNING

by
The Colorado Civil Rights Commission
compiled by Eleanor G. Crow

Statistical information was compiled for the number of minority group persons on the faculty, among the student body, and among the non-teaching employees of all of the colleges and universities in the State of Colorado. In addition, a number of questions were asked concerning recruiting policy, housing policy, problems encountered and special programs offered.

TABLE I
1968-69 Ethnic Census of Faculty at Colorado's
Institutions of Higher Learning

Note: Full-time faculty are listed on the first line, part-time on the second line, and the totals on the third line for each institution.

College or University	Total	Negro	Hispano	Oriental	American Indian	Other
Adams State	121	0	5	1	0	--
(Alamosa)	4	0	1	0	0	--
	125	0	6	1	0	--
Aims College	26	1	1	0	0	--
(Greeley)	60	1	5	0	0	--
	86	2	6	0	0	--
Arapahoe Junior College	46	0	1	1	0	--
(Littleton)	40	0	1	0	0	--
	86	0	2	1	0	--
Colorado Alpine College	16	0	0	0	0	--
(Steamboat Springs)	5	0	0	0	0	--
	21	0	0	0	0	--
Colorado College	121	0	0	0	0	--
(Colorado Springs)	36	0	0	0	0	--
	157	0	0	0	0	--

(Ethnic Census--Faculty cont.)

College or University	Total	Negro	Hispano	Oriental	American Indian	Other
Colorado Mountain College (Glenwood Springs and Leadville)	39 <u>5</u> 44	0 <u>0</u> 0	0 <u>0</u> 0	0 <u>0</u> 0	0 <u>0</u> 0	-- -- --
Colorado School of Mines (Golden)	144 <u>2</u> 146	0 <u>0</u> 0	1 <u>0</u> 1	1 <u>0</u> 1	0 <u>0</u> 0	-- -- --
Colorado State College (Greeley)	344 <u>167</u> 511	2 <u>1</u> 3	2 <u>1</u> 3	0 <u>0</u> 0	0 <u>0</u> 0	-- -- --
Colorado State University (Ft. Collins)	1,346 <u>103</u> 1,449	4 <u>0</u> 4	6 <u>3</u> 9	20 <u>4</u> 24	0 <u>0</u> 0	-- -- --
Colorado Western College (Montrose)	5 <u>14</u> 19	0 <u>0</u> 0	0 <u>0</u> 0	0 <u>0</u> 0	0 <u>0</u> 0	-- -- --
Denver Community College	42 <u>65</u> 107	5 <u>4</u> 9	3 <u>2</u> 5	0 <u>2</u> 2	0 <u>0</u> 0	-- -- --
Ft. Lewis (Durango)	80 <u>0</u> 80	0 <u>0</u> 0	2 <u>0</u> 2	1 <u>0</u> 1	0 <u>0</u> 0	-- -- --
Lamar Community College	35 <u>4</u> 39	0 <u>0</u> 0	3 <u>1</u> 4	0 <u>0</u> 0	1 <u>0</u> 1	-- -- --
Loretto Heights College (Denver)	72 <u>16</u> 88	0 <u>0</u> 0	2 <u>1</u> 3	0 <u>0</u> 0	0 <u>0</u> 0	-- -- --

(Ethnic Census--Faculty cont.)

College or University	Total	Negro	Hispano	Oriental	American Indian	Other
Mesa College (Grand Junction)	119 <u>11</u> 130	0 <u>0</u> 0	0 <u>0</u> 0	1 <u>0</u> 1	0 <u>0</u> 0	-- -- --
Mesa College (Rangely)	25 <u>13</u> 38	0 <u>0</u> 0	0 <u>0</u> 0	0 <u>0</u> 0	0 <u>0</u> 0	-- -- --
Metro State (Denver)	141 <u>68</u> 209	2 <u>1</u> 3	1 <u>3</u> 4	1 <u>0</u> 1	1 <u>0</u> 1	-- -- --
Northeastern Junior College (Sterling)	106 <u>4</u> 110	0 <u>0</u> 0	0 <u>0</u> 0	0 <u>0</u> 0	0 <u>0</u> 0	-- -- --
Otero Junior College (La Junta)	49 <u>20</u> 69	0 <u>0</u> 0	1 <u>0</u> 1	0 <u>0</u> 0	0 <u>0</u> 0	-- -- --
Regis College (Denver)	67 <u>28</u> 95	1 <u>1</u> 2	3 <u>1</u> 4	0 <u>0</u> 0	0 <u>0</u> 0	-- -- --
St. Thomas Seminary (Denver)	13 <u>21</u> 34	0 <u>0</u> 0	0 <u>1</u> 1	0 <u>0</u> 0	0 <u>0</u> 0	-- -- --
Southern Colorado State College (Pueblo)	245 <u>66</u> 311	0 <u>1</u> 1	7 <u>2</u> 9	2 <u>1</u> 3	0 <u>0</u> 0	-- -- --
Temple Buell College (Denver)	78 <u>9</u> 87	1 <u>2</u> 3	1 <u>1</u> 2	4 <u>0</u> 4	0 <u>0</u> 0	-- -- --

(Ethnic Census--Faculty cont.)

College or University	Total	Negro	Hispano	Oriental	American Indian	Other
T						
Trinidad Junior College (Trinidad)	58 --	0 --	5 --	4 --	0 --	-- --
University of Colorado (Boulder, Denver and Colo. Spgs.)	1,014 <u>245</u> 1,259	5 d.k. ?	6 d.k. ?	8 d.k. ?	1 d.k. ?	-- -- --
University of Denver (Denver)	458 <u>130</u> 588	8 <u>2</u> 10	3 <u>3</u> 6	5 <u>0</u> 5	0 <u>0</u> 0	-- -- --
Western State College (Gunnison)	149 <u>3</u> 152	0 <u>0</u> 0	0 <u>0</u> 0	2 <u>0</u> 2	0 <u>0</u> 0	-- -- --

TABLE II

ETHNIC CENSUS OF STUDENTS AT
COLORADO'S INSTITUTIONS OF
HIGHER EDUCATION
1968-69

Note: The undergraduate students are listed in the first line for each institution, and the graduate students are listed in the second line. The total number of students is given in the third line. Where there are no graduate students, the second and third lines are omitted.

College or University	Total	Negro	Hispano	Oriental	American Indian	Foreign Students
Adams State (Alamosa)	2,547 (The above probably includes graduate students)	54	405	40	7	15
Aims College Greeley	658 902 part-time 1,560	8	121	3	0	1
Arapahoe Junior College Littleton	1,034	20	59	4	3	14
Colorado Alpine College Steamboat Springs	230	2	3	0	0	9
Colorado College Colorado Springs	1,623 4 1,627	16 0 16	12 0 12	18 0 18	2 0 2	23 0 23
Colorado Mtn. College Glennwod Spgs. and Leadville	395	2	56	0	0	0
Colorado School of Mines Golden	1,291 172 1,463	3 0 3	8 1 9	4 1 5	0 0 0	68 73 141

Ethnic Census--Students (Cont.)

College or University	Total	Negro	Hispano	Oriental	American Indian	Foreign Students
Colorado State College Greeley	6,992 660 7,652	78 15 93	127 11 138	181 17 198	119 7 126	37 50 87
Colorado State University Ft. Collins	12,789 2,572 15,361	90 10 100	84 5 89	95 7 102	34 6 40	31 139 170
Colorado Western College Montrose	87	0	46	0	0	0
Denver Community College	1,154	70	123	8	19	7
Ft. Lewis College Durango	1,631	9	65	29	171	13
Lamar Community College Lamar	301	27	18	0	1	0
Loretto Heights College Denver	804	4	23	3	1	10
Mesa College Grand Junction	2,001	28	48	43	21	19
Mesa College Rangely	375	14	16	0	0	3
Metro State Denver	2,911	87*	164*	44*	49*	25

*Figures obtained from a questionnaire with incomplete returns.

Ethnic Census--Students (Cont.)

College or University	Total	Negro	Hispano	Oriental	American Indian	Foreign Students
Northeastern Junior College (Sterling)	1,784	52	30	68	31	3
Otero Junior College La Junta	535	8	34	4	0	11
Regis College Denver	969	6	32	2	0	6
St. Thomas Seminary Denver	135 <u>65</u> 200	2 <u>0</u> 2	9 <u>4</u> 13	0 <u>0</u> 0	0 <u>0</u> 0	1 <u>1</u> 2
Southern Colo. State College Pueblo	4,309	165	850	76	2	21
Temple Buell College Denver	1,064	18	10	8	0	20
Trinidad Junior College Trinidad	1,533	96	406	19	24	18
University of Colorado Boulder, Denver, Colo. Springs	20,873 <u>5,915</u> 26,788	208 <u>36</u> 294	306 <u>59</u> 365	276 <u>39</u> 315	75 <u>12</u> 87	228 <u>288</u> 516
University of Denver Denver	6,302 <u>2,177</u> 8,479	62* <u>7*</u> 69	27* <u>15*</u> 42	57* <u>7*</u> 64	93* <u>6*</u> 99	124 <u>96</u> 220
*Minority data from a questionnaire with 75% return						
Western State College Gunnison	2,956 <u>111</u> 3,067	35 <u>2</u> 37	52 <u>1</u> 53	54 <u>1</u> 55	67 <u>2</u> 69	7 <u>0</u> 7

TABLE III

PERCENTAGE OF MINORITY GROUP FACULTY
AT COLORADO COLLEGES AND UNIVERSITIES

College or University	Negro	Hispano	Oriental	Am. Indian
Adams State	0.0%	4.8%	0.8%	0.0%
Aims College	2.3	7.0	0.0	0.0
Arapahoe Junior College	0.0	2.3	1.1	0.0
Colorado Alpine	0.0	0.0	0.0	0.0
Colorado College	0.0	0.0	0.0	0.0
Colo. Mtn. College	0.0	0.0	0.0	0.0
Colo. School of Mines	0.0	.5	0.5	0.0
Colo. State College	.6	.6	0.0	0.0
Colo. State University	.3	.6	1.7	0.0
Colo. Western College	0.0	0.0	0.0	0.0
Denver Community College	8.4	4.7	1.9	0.0
Ft. Lewis	0.0	2.5	1.2	0.0
Lamar Community College	0.0	10.3	0.0	2.5
Loretto Heights	0.0	1.1	0.0	0.0
Mesa Junior College (Gr. J.)	0.0	0.0	.8	0.0
Mesa Junior College (Rangeley)	0.0	0.0	0.0	0.0
Metro State	1.4	1.9	.5	.5
Northeastern Junior	0.0	0.0	0.0	0.0
Otero Junior College	0.0	.1	0.0	0.0
Regis College	2.1	4.2	0.0	0.0
St. Thomas Seminary	0.0	2.9	0.0	0.0
So. Colo. State College	0.3	2.9	0.0	0.0

TABLE III (Cont.)

College or University	Negro	Hispano	Oriental	Am. Indian
Temple Bueli	3.4	2.3	4.5	0.0
Trinidad Junior College	0.0	8.6	24.1	0.0
University of Colorado (Boulder, Denver and Colorado Springs)	.5	.6	.8	.1
University of Denver	1.7	1.0	.8	0.0
Western State	0.0	0.0	1.3	0.0

TABLE IV

PERCENTAGE OF MINORITY STUDENTS ENROLLED AT
COLORADO COLLEGES AND UNIVERSITIES 1968-69

College or University	Negro	Hispano	Oriental	Amer. Ind.	Foreign Students
Adams State	2.1%	15.9%	1.6%	.3%	0.6%
Aims College	1.2	18.4	.5	0.0	.2
Arapahoe Junior	1.9	5.7	.4	2.9	1.4
Colorado Alpine	.9	1.3	.0	.0	3.9
Colorado College	1.0	.7	1.1	.1	1.4
Colo. Mtn. College	.5	14.2	.0	.0	.0
Colo. Sch. of Mines	.0(.02%)	.1	.0(.03)	.0	9.6
Colo. State College	1.2	1.8	2.6	1.6	1.1
Colo. State Univ.	.7	.6	.7	.3	1.1
Colorado Western	.0	53.9	.0	.0	.0
Denver Community	6.1	10.7	.7	1.6	.6
Ft. Lewis	.6	4.0	1.8	1.0	8.0
Lamar Comm. College	9.0	6.0	.0	.3	0.0
Loretto Heights	.5	2.9	.4	.1	1.2
Mesa College	1.4	2.4	2.1	1.0	.9
Mesa College (Rangely)	3.7	4.3	.0	.0	.8
Metro State	3.0*	5.6*	1.5	1.7	1.7
Northeastern J. C.	2.9	1.7	3.8	1.7	.2
Otero Junior	1.5	6.4	.7	.0	2.0
Regis College	.6	3.3	.2	.0	.6
St. Thomas	1.0	6.5	.0	.0	1.0
So. Colo. State	3.8	19.7	1.8	.0(.05)	.5

TABLE IV (Cont.)

College or University	Negro	Hispano	Oriental	Amer. Ind.	Foreign Students
Temple Buell	1.7	.9	.8	.0	1.9
Trinidad J. C.	6.3	26.5	1.2	1.6	1.2
U. of Colo. (All 3 campuses)	1.1	1.4	1.2	.3	1.9
U. of Denver	.8*	.5*	.8*	1.2*	2.6*
Western State	1.2	1.7	1.8	2.2	.2

*Data obtained from voluntary questionnaires--hence incomplete returns--probably less than 75% returned.

TABLE V

SUMMARY OF ETHNIC CENSUS OF COLORADO'S
INSTITUTIONS OF HIGHER LEARNING

FACULTY

All Faculty (full-time and part-time)

			% in State population
Total	6,098	100.0%	100.0%
Negro	42	.3	3.2
Hispano	79	1.3	9.9
Oriental	68	1.1	.7
American Indian	3	.0	.3

Full-Time Faculty

			% in State population
Total	4,950	100.0%	100.0%
Negro	25	.5	3.2
Hispano	42	.8	9.9
Oriental	63	1.3	.7
American Indian	3	0.1	.3

Students--Undergraduates

			% in State population
Total	77,833	100.0%	100.0%
Negro	1,154	1.5%	3.2%
Hispano	3,151	4.0%	9.9%
Oriental	1,029	1.3%	.7%
American Indian	719	0.9%	.3%
Foreign Students	778	1.0%	---

Graduate Students.

			% in State population
Total	12,028	100.0%	100.0%
Negro	120	1.0	3.2
Hispano	62	.5	9.9
Oriental	72	.6	.7
American Indian	33	.3	.3
Foreign Students	583	4.8	---

Total Students (Graduate plus Undergraduates)

			% in State population
Total	89,861	100.0%	100.0%
Negro	1,284	1.4	3.2
Hispano	3,213	3.6	9.9
Oriental	1,101	1.2	.7
American Indian .	752	.8	.3
Foreign Students	1,361	1.5	---

APPENDIX V

MINORITY GROUP NEWSPAPERS AND MAGAZINES

MINORITY GROUP NEWSPAPERS AND MAGAZINES

Denver Chronicle
Rick Darnell
1600 York St. - 2nd Floor
Denver, Colorado 80206
333-6321 333-2817

Denver Blade
Joe Brown
3224 Downing Street
Denver, Colorado
266-0553

East Denver News (Park Hill)
Tom Oxley
2777 So. Colorado Blvd.
Denver, Colorado
757-4984

Neighborhood Journal
Julius Martinez
2792 W. Alameda
Denver, Colorado 80219
934-8602

Antenna
Spanish News
V. M. Aguirre
3240 Alcott St.
Denver, Colorado 80211

El Progreso
Salvie Gonzales
Pueblo, Colorado

El Gallo (Crusade for Justice)
1567 Downing St.
Denver, Colorado

West Side Recorder
(Sponsored by Westside Action
Ministry)
465 Galapago St.
Denver, Colorado
534-4408

Radio Stations

KDKO "Soul" Station
Business Office: 1729 Sherman
Denver, Colorado
534-8137
Office and Studios: Woodlawn
Shopping Center
794-4211

KFSC - Spanish Language
2185 Broadway
Denver, Colorado
222-8935

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APPENDIX VI

EMPLOYMENT AGENCY SURVEY FOR METROPOLITAN DENVER

by

Eleanor G. Crow

August 28, 1969

COLORADO CIVIL RIGHTS COMMISSION

Room 312 State Services Building

1525 Sherman Street

Denver, Colorado 80203

892-2621

EMPLOYMENT AGENCY SURVEY FOR METROPOLITAN DENVER

Directed by
Eleanor G. Crow
Colorado Civil Rights Commission

Discrimination by employment agencies is prohibited by Colorado's Fair Employment Law (The Colorado Anti-Discrimination Act of 1957, as amended) and by Title VII of the U. S. Civil Rights Act of 1964.

Surveys of employment agencies have been conducted in cities in other states (New York, Chicago, Atlanta, Kansas City, Los Angeles and Phoenix, Arizona). All of these surveys indicated that most of the private employment agencies accepted discriminatory job orders although to do so is against the law.

Colorado's law is specific:

An employment agency is defined as "any person undertaking to procure employees or opportunities to work for any other person, or the holding itself out to be equipped to do so."

The Law also states:

"It shall be a discriminatory or unfair employment practice... (3) For an employment agency to refuse to list and properly classify for employment or to refer an individual for employment in a known available job for which such individual is otherwise qualified, because of race, creed, color, national origin or ancestry; or to comply with a request from an employer for referral of applicants for employment if the request indicates either directly or indirectly that the employer discriminates in employment on account of race, creed, color, national origin or ancestry."

Additional sections of the law prohibit the use of discriminatory advertising, application form questions or any inquiry concerning race, creed, color, national origin or ancestry. The law also covers aiding, abetting, compelling or coercing a discriminatory act.

Although the Colorado Law clearly covers employment agencies, relatively few complaints are filed with the Commission alleging discrimination by employment agencies (1967-68 there were 11 complaints against employment agencies out of 342 employment complaints). The purpose of this survey was to determine the degree of compliance with the law in Colorado.

The method used was to develop a Job Order Survey similar to those conducted in other cities. Examples of the Instruction Sheet and Survey form used are attached.

A list of all the employment agencies in the Denver area was prepared from the telephone book. (It might have been more accurate to have worked with the Colorado State Employment Agency Licensing Division of the Industrial Commission.) A group of volunteer women was obtained through a local human relations organization, and a training session was held prior to the day of the survey.

All of the volunteer workers received the same instructions. They were to phone the employment agencies assigned to them between 9:30 and 11:30 a.m. Wednesday morning, May 28, 1969 and attempt to place a job order for a "white, gentile" secretary. Each person was instructed to use the name of "Miss Bickford" and to place the order in the name of a fictitious company, Remedial Reading, Inc., with a fictitious address and phone number.

SUMMARY OF RESULTS:

One-hundred agencies were contacted, but some of these sent the order out by tape to other branches, and a number were apparently out of business with disconnected phones.

Total number of agencies called-----	100
Agencies with disconnected phones or out of business----	8
Agencies which did not answer the phone during calling period-----	5
Agencies which had already received notice of the job order on tape or someone else had called them under another name-----	8
Agency didn't handle girls-----	1
Not interested-----	1

Other errors in interviewing-----	3
Number of agencies reply to request-----	68
Number of agencies accepting the job order-----	62
Number of agencies rejecting the job order-----	6
Number which accepted the order but made no response to the discriminatory aspects of the request-----	15
Other qualifications made by the agencies accepting the order	
Against the law-----	7
They couldn't write it down-----	2
They could lose their license-----	2
We do not discriminate-----	3
We are an equal opportunity employer-----	1

Those who rejected the order completely gave the following reasons:

Against Federal Law
We don't discriminate
Against the law (3)
We don't discriminate, we are an equal opportunity employer.

In summary, it was found that 91% of the employment agencies accepted a discriminatory job order. Some of the agencies which accepted the order were aware of the law, but chose to disregard it. Fifteen of the agencies did not comment on the discriminatory feature of the order but accepted the order. Other agencies indicated their willingness to discriminate by saying--"Real Good."

"Can't write it down but will keep it in mind. It might get me in trouble."

"You don't want a Jewish girl--right? You won't take a colored girl? I appreciate your telling me that."

"We don't discriminate," but intimated she would follow up with a white, gentile."

"I won't even call and tell you we don't have any of the others. Although we're not allowed to do that, I have it down on your list."

Laugh, Anglo-Saxon WASP, Right? "I'll put that down."

"I didn't hear a word you said. I know what you mean."

"I understand; I didn't think of anything else but white."

"Oh really! I can't put this down on the job order-- they are inspected. I will pass the word."

"That's fine, no problem."

"Fine, good deal. I pride myself in proper screening."

"Yes, we have no colored on our list. I don't know why."

CONCLUSIONS AND RECOMMENDATIONS:

The survey covered only one aspect of compliance with the law, but conclusively indicated that most of the employment agencies will accept discriminatory job orders. Of those agencies which were aware of a law, they mentioned only the Federal Law and did not seem to be aware of a State law.

A general conclusion is that the agencies are more interested in getting job orders than in obeying the law, and that an educational program for employment agencies is indicated. To supplement this, it is recommended that the following action be taken:

- a. That the licensing agency for employment agencies be contacted and that lines for cooperation be established.
- b. That all employment agencies be notified of the survey and the results obtained, and that this be accompanied by a copy of the law as it pertains to them, and a letter signed by both the Director of the Civil Rights Commission and the Head of the Industrial Commission indicating an intention to see that in the future employment agencies be required to comply with the Law or be faced with the possibility of a revocation of license as well as a formal complaint against them by the Civil Rights Commission.

- c. That a conference or workshop be held in cooperation with the Employment Agency Association, the Industrial Commission and the Equal Employment Opportunity Commission to serve as a sounding board and discussion session for developing procedures for handling discrimination and developing fair equitable and sensitive handling in all phases of employment agency operation.
- d. That the Civil Rights Commission notify the Industrial Commission of all complaints filed against employment agencies and their outcome.

APPENDIX VII

Human Relations Councils and Commissions

**Human Relations Organizations and Agencies
and Minority Group Organizations**

Other Agencies with Human Relations Concerns

Federal Agencies Concerned with Civil Rights

HUMAN RELATIONS COUNCILS AND COMMISSIONS

- AURORA HUMAN RELATIONS COMMISSION**
Chrmn. Rafael E. Juarez
315 So. Xapary St.
Aurora, Colo. 80010
Home: 343-8451 Office: 297-3531
- AURORA OPERATION UNDERSTANDING**
Mr. and Mrs. Robert Appel
1235 Salem, Aurora, 80010
442-6439
- BOULDER COMMITTEE FOR CONSTRUCTIVE SOCIAL CHANGE**
Rev. O. Carroll Arnold
13th and Pine, Boulder 80302
442-6530
- HUMAN RELATIONS COMMISSION OF THE CITY OF BOULDER**
David Haas, Ex. Dir.
Municipal Building, Boulder
80302 442-2020 ext. 300
- COLORADO SPRINGS HUMAN RELATIONS COMMISSION**
Chrmn. Rev. D.C. Coleman, Jr.
P.O. Box 1575 or 720 Prospect
Lake Drive, Colorado Springs
80901 632-6861
- COMMITTEE OF GREATER OPPORTUNITY COGO**
Mrs. Shirley Sims
3590 Krameria St.
Denver, Colo. 355-2009
- DENVER COMMISSION ON COMMUNITY RELATIONS**
Minoru Yasui, Ex. Dir.
Zook Bldg. 431 W. Colfax
Denver 80204
297-2621
- DENVER EAST CENTRAL HUMAN RELATIONS COUNCIL**
Mrs. Barbara Zirkelbach
745 Steele St., Denver
377-8160
- EAST ARAPAHOE HUMAN RELATIONS COUNCIL**
Mrs. Bruce Gleen
2447 So. Dahlia Lane
Denver, Colo. 80222
757-4542
or
Mrs. George Bethune
2403 So. Dahlia Lane
Denver, Colo. 80222
756-5885
- ENGLEWOOD HUMAN RELATIONS COUNCIL**
George Mason
4510 So. Huron St.
Englewood, Colo.
789-0976
ot
Mrs. Beth Kudalis
4320 So. Kalamath
Englewood, Colo.
789-3844
- FORT COLLINS COMMISSION ON COMMUNITY RELATIONS**
Thomas R. Wilson, Chrmn.
622 W. Myrtle
Ft. Collins, Colo.
482-7988 or 484-4220
- FORT LUPTON HUMAN RELATIONS COMMISSION**
Town Hall
330 Park Ave.
Ft. Lupton, Colo. 857-6667
- JEFFERSON COUNTY COUNCIL ON HUMAN RELATIONS**
Paul Rechel, Chrmn. or
Carol Drew
1480 Hoyt, Lakewood 80215
237-3130
- LITTLETON COUNCIL ON HUMAN RELATIONS**
Box 145, Littleton, Colo.
Ginny Fraser 794-3676
Don Schiff 794-3802

NORTHEAST PARK HILL CIVIC ASSOC.
(Merging with Park Hill Action
Committee)

John Bates, President
5330 Thrill Place, Denver
322-1269 or 771-4240

or

Dick Peterson 399-6655

**NORTHWEST DENVER COMMUNITY RELATIONS
COUNCIL**

John Schuenemeyer, President
4710 Raleigh Street
Denver, Colorado 80212
455-4079

PARK HILL ACTION COMMITTEE

Gerald Kopel
1755 Glencoe Street
Denver, Colorado 80220
333-2174 or 266-3543

or

Peg Bryant 388-4395

PUEBLO COUNCIL FOR HUMAN RELATIONS

Rev. Robert Gilmore
2108 N. Queens Avenue
Pueblo, Colorado
545-9703

**SOUTHEAST DENVER SOCIAL ACTION
GROUP**

Dr. Jules Kluger, President
55 So. Glencoe Street
Denver, Colorado 80222
322-0074

**SOUTHWEST ADAMS COUNTY HUMAN
RELATIONS COUNCIL**

Rev. Richard Hoblin
10500 Grant Drive
Thornton, Colo.

or

10473 Washington Way
Thornton, Colo.
466-9733 or 466-2115

**SOUTHEAST DENVER HUMAN RELATIONS
COUNCIL**

William Miller, President
994 So. Columbine Street
Denver, Colorado 80209
Home: 777-8458 Work: 892-7205

**SOUTHWEST DENVER HUMAN RELATIONS
COUNCIL**

Neil Smith, President
1693 So. King Street
Denver, Colorado 80219
935-2968

HUMAN RELATIONS ORGANIZATIONS AND AGENCIES

AMERICAN CIVIL LIBERTIES UNION
Mrs. Dorothy Davidson, President
1711 Pennsylvania Street
Denver, Colorado
825-5176

ADULT EDUCATION COUNCIL OF
METROPOLITAN DENVER
Mrs. Evelyn Zuk
1314 Acoma Street
Denver, Colorado
266-0851

AMERICAN FRIENDS SERVICE COMMISSION
Jean McCorrey
1460 Pennsylvania
Denver, Colorado
534-6285

AMERICAN JEWISH COMMITTEE
Pearl Alperstein
941 E. 17th Avenue
Denver, Colorado 80218
733-8158

ANTI-DEFAMATION LEAGUE OF
B'NAI B'RITH
Mr. Sheldon Steinhauser
623 Empire Building
430 - 16th Street
Denver, Colorado
623-7157

AMERICAN INDIAN CRUSADE, INC.
John Kearns
1455 Emerson
Denver, Colorado 80218
825-6726

AU NATUREL
3401 Franklin
Denver, Colorado
825-9803

CALL OF THE COUNCIL DRUMS
George S. Ironshield
1450 Pennsylvania St.
Denver, Colorado
822 0211

CENTRO CULTURAL (Denver's
Mexican-American Cultural
Center)
935 W. 11th Avenue
Denver, Colorado
892-1421

CITIZENS FOR ONE COMMUNITY
P. O. Box 20185
428-7664
Denver, Colorado 80220
Jules Mondschein
2091 Birch Street
Denver, Colorado
355-6514

COLORADO DEPARTMENT OF EDUCATION
Inter-Cultural Community
Relations
Dr. Earl Phillips
Manuel A. Carrillo
520 State Office Building
Colfax and Sherman Street
Denver, Colorado 80203
892-2541

CRUSADE FOR JUSTICE
Mr. Rudolph (Corky) Gonzales
1567 Downing Street
Denver, Colorado
222-0825

DE SMET INDIAN CENTER
1645 Williams Street
Denver, Colorado 80218
377-2417

DENVER PUBLIC SCHOOLS
School-Community Relations
Gilbert Center
414 - 14th Street
Denver, Colorado
266-2255 Ext. 262

DENVER CONGRESS ON RACIAL
EQUALITY
Frank Bailey

DENVER CONGRESS ON RACIAL EQUALITY

Frank Bailey
c/o East Side Action Center
2300 Welton Street
Denver, Colorado
534-6228

DENVER HOUSING AUTHORITY

1449 Navajo Street
Denver, Colorado
534-0821

DENVER METRO FAIR HOUSING CENTER

Mr. Robinson Lapp
1525 Josephine Street
Denver, Colorado 80206
399-6655

DENVER MODEL CITY PROGRAM

1150 Bannock Street
Denver, Colorado 80204
825-7160

DENVER OPPORTUNITY

Raymond D. Buckles, Director
1449 Cleveland Place
Denver, Colorado
297-2508

FRIENDS OF WELFARE RIGHTS

Harlan Beach
810 Galapago St.
Denver, Colorado

G. I. FORUM - STATE CHAIRMAN

Joe Arnold Espinoza
445 Walnut
Brighton, Colorado
659-2047

G. I. FORUM - DENVER CHAPTER

Joe Herrera
555 Belview Place
Denver, Colorado

G. I. FORUM - MILE HI CHAPTER

Joe Weston
7755 South Gaylord Way
Littleton, Colorado 80120

G. I. FORUM - PUEBLO CHAPTER

Joe Rodriguez
125 E. River
Pueblo, Colorado

G. I. FORUM - SKYLINE CHAPTER

Anthony Ortiz
2750 W. Alameda
Denver, Colorado 80219

**G. I. FORUM - COMMERCE CITY
CHAPTER**

Ray Lucero
4401 E. 70th Avenue
Commerce City, Colorado

G. I. FORUM - AUXILIARY

State Chairman
Mrs. Margaret Rodriguez
8060 Clarkson St.
Denver, Colorado 80229

GOOD AMERICAN ORGANIZATION (GAO)

Paco Sanchez
2185 Broadway
Denver, Colorado 80205

HEAD START - DIRECTOR

1449 Cleveland Place
Denver, Colorado
297-2856

LARASA

Mr. Charles Tafoya
304 United Fund Building
1375 Delaware St.
Denver, Colorado
255-5846

**LATIN AMERICAN EDUCATIONAL
FOUNDATION**

Mrs. Priscilla Mares
303 United Fund Building
1375 Delaware Street
Denver, Colorado
255-5846

or

Joe Medina
34 South Raleigh
Denver, Colorado 80219

LULAC - DENVER
Leo Valdez, Chairman
143 Vrain St.
Denver, Colorado 80204

LULAC - TRINIDAD
Lloyd Romero
c/o Star Propane
Maple Street
Trinidad, Colorado

Michael Griego
Trinidad Sporting Goods
West Main Street
Trinidad, Colorado

METRO DENVER FAIR HOUSING CENTER
1525 Josephine St.
Denver, Colorado
399-6655

METROPOLITAN COUNCIL OF COMMUNITY
SERVICE
1375 Delaware
Denver, Colorado 80204
244-8659

NAACP - CENTRAL CHAPTER
Mr. Gene Howell
2435 Welton Street
Denver, Colorado
222-5228

NAACP - COLORADO SPRINGS CHAPTER
Mrs. Suzanne Rogers
1525 Hollenhock Drive
Colorado Springs, Colorado

NAACP
East Side Action Center
2300 Welton Street
Denver, Colorado
534-6228

NAACP - PUEBLO BRANCH
Melvin Shakespeare
613 West Mesa
Pueblo, Colorado

NATIONAL CONFERENCE OF
CHRISTIANS & JEWS
Mr. Ted Yoder
307 Denver National Bank Bldg.
821 - 17th St.
Denver, Colorado 80202
534-4645

NEW HISPANO MOVEMENT
Tom Pino
653 Newton St.
Denver, Colorado

NEW HISPANO MOVEMENT
Dr. Dan Valdes
5570 E. Vassar
Denver, Colorado
759-3930

SAN LUIS FRIENDSHIP CLUB
Lionel A. Ruybal
2142 Irving St.
Denver, Colorado 80211

SER
Manuel Salinas
1039 Inca St.
Denver, Colorado 80204

SPMDTU (Soiedad Proteccion
Mutualde Trabajadores Unidas)
Phil Gonzales
1026 Raleigh St.
Denver, Colorado 80204

SUNDIATA BOOKSTORE
(Denver's only Afro-American
bookstore)
2878 Colorado Boulevard
Denver, Colorado
333-1055

TEMPLE BUELL COLLEGE
Gordon Bourne, Coordinator of
Community Relations
16th & Pontiac Street
Denver, Colorado

UNITED FOR PROGRESS - HEADSTART

Mrs. Lenore Quick
2015 E. 26th Ave.
Denver, Colorado 80205

UNITED FOR PROGRESS

Mr. Jim Reynolds
3333 So. Wabash Court
Denver, Colorado
755-2348

UNITED MOTHERS CLUB

Mrs. Armando Sisneros
995 Knox Court
Denver, Colorado 80204

URBAN COALITION

George Brown, Director
1711 Pennsylvania, Suite 102
Denver, Colorado
892-0106

URBAN LEAGUE OF COLORADO

Mr. Sebastian Owens
409 United Fund Building
1375 Delaware St.
Denver, Colorado 80204
623-5201

WHITE BUFFALO COUNCIL

P. O. Box 4131
Santa Fe Station
Denver, Colorado 80204

OTHER AGENCIES AND CENTERS

COLORADO ASSOCIATION OF REAL ESTATE BOARDS

1221 University Building
910 - 16th Street
Denver, Colorado 80202
825-7922

COLORADO COUNCIL OF CHURCHES

1313 Clarkson Street
Denver, Colorado 80218
292-0296

COLORADO LABOR COUNCIL

360 Acoma St.
Denver, Colorado 80223
733-2401

COLORADO STATE EMPLOYMENT SERVICE

1210 Sherman Street
Denver, Colorado
222-1551

COMMUNITY STUDY HALLS, INC.

Gilpin Elementary School
720 30th St.
Denver, Colorado 80205
534-5897

CONCENTRATED EMPLOYMENT PROGRAM(CEPT)

2101 Champa St.
Denver, Colorado 80205
534-8121

CORE CITY MINISTRIES

861 Galapago
Denver, Colorado
244-5890

DENVER BOARD OF REALTORS

University Building
Denver, Colorado 80202
825-5223

DENVER POLICE DEPARTMENT

Community Relations Division
Captain Leonard I. Johnson
1275 Champa Street
Denver, Colorado 80204
297-2721

DENVER PUBLIC LIBRARY

1357 Broadway
Denver, Colorado
266-9851

DENVER URBAN RENEWAL AUTHORITY

Seth Heywood
910 16th St.
Denver, Colorado 80202

EAST DENVER MINISTERIAL ALLIANCE

Rev. Cecil Howard
23rd and Washington
Denver, Colorado 80205
825-2685

EMILY GRIFFITH OPPORTUNITY SCHOOL

1215 Welton Street
Denver, Colorado
244-8899

MARTIN LUTHER KING, JR. YOUNG ADULT CENTER

39th and Newport
Denver, Colorado
297-5908

MAYOR'S COMMITTEE ON CITY CITIZEN RELATIONS

Mayor's Office
City and County Building
Denver, Colorado
297-2721

NATIONAL COUNCIL OF CHURCHES

1800 Jackson St.
Golden, Colorado 80401
279-4207

NEIGHBORHOOD YOUTH CORPS

Levi Beall
810 - 14th St.
Denver, Colorado
297-2691

NEIGHBORHOOD ACTION CENTERS

EAST SIDE ACTION CENTER

2300 Welton St.
Denver, Colorado
534-6228

NORTH SIDE ACTION CENTER

4140 Tejon St.
Denver, Colorado
433-8548

PLATTEE VALLEY ACTION CENTER
3204 West Colfax Ave.
Denver, Colorado
534-7244

SOUTHWEST ACTION CENTER
2750 West Alameda
Denver, Colorado
934-5841

WEST SIDE ACTION CENTER
1042 Santa Fe
Denver, Colorado
534-5141

EMILY GRIFFITH OPPORTUNITY SCHOOL
1215 Welton
Denver, Colorado
244-8899

YMCA

AURORA:	10550 E. Alameda Ave.	364-7471
CENTRAL:	25 E. 16th Ave.	244-4393
EAST DENVER:	3540 E. 31st Ave.	322-7761
JEFFCO:	11050 W. 20th Ave.	237-8811
LITTLETON:	2233 W. Shepard Ave.	794-2694
SCHLESSMAN:	3901 E. Yale Ave.	757-8484
SOUTHWEST:	2680 W. Mexico Ave.	935-8715

FEDERAL AGENCIES CONCERNED WITH CIVIL RIGHTS
AND MINORITY GROUPS

COMMUNITY RELATIONS SERVICE
U. S. Department of Justice
Denver Office
Clemith Houston
Larry Ramirez
278 Main P. O. Building
Denver, Colorado 80202
297-4361

DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
Regional Civil Rights Office:
Hollis Bach, Director
Federal Building
20th Stout
Denver, Colorado
297-3724

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Regional Office:
Tom Robles, Director
Suite 1000 First National Bank Building East
5301 Central Ave. N.E.
Albuquerque, New Mexico 87108
505/843-2064
or
1800 G. Street, N.W.
Washington, D.C. 20506

INTER-AGENCY COMMITTEE ON MEXICAN-AMERICAN AFFAIRS
1800 G Street, N.W.
Washington, D.C. 20506

THE OFFICE OF FEDERAL CONTRACT COMPLIANCE

U. S. Department of Labor
14th & Constitution Ave.
Washington, D. C. 20210

U. S. COMMISSION ON CIVIL RIGHTS

1405 Eye Street, N.W.
Washington, D. C.